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CAUT ACPPU BULLETIN

Vol 58 N° 3 // March 2011 mars // Canada's Voice for Academics // La voix des universitaires du Canada



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RACISM STOP IT!
METTONS FIN AU RACISME!

March 21 mars

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CAUT Report: Gender Pay Gap Narrows

THE gender pay gap for academic staff in Canada narrowed significantly, according to a report by CAUT released recently.

According to the data, the overall gender pay difference was nearly 19 per cent in 1986 and fell to just less than 11 per cent in 2006. Adjusting for rank and age, the gap almost disappeared for lecturers, and fell to under 4.5 per cent for other ranks.

"I believe these are real advances largely attributable to the unionization of academic staff," said CAUT president Penni Stewart. "A larger pay gap remains in many other sectors where unionization is less prevalent."

Adjusting for age, the data collected for 2006 shows women in the assistant professor rank made 96.1 per cent of that earned by their male counterparts, female associate professors earned 96.9 per cent, and female full professors earned 95.5 per cent. Among lecturers, women earned 99.1 per cent.

And it confirms earlier research that found differences in average pay by discipline have a relatively minor impact on the salary gap, accounting on average for no more than 1 per cent of salary differentials.

The study suggests that while overt discrimination may play a role, it is more likely that the remaining salary differential between men and women is a by-product of university salary structures and procedures that have the effect of disadvantaging women on average: differences in starting salaries, market supplements and merit awards, as well as the impact of career interruptions.

"These are factors that we have to find better ways to address in order to ensure greater equity," said Stewart.



"I think we are seeing the effects of unionization.
— Penni Stewart, CAUT president

The major limitation of the study is that available data do not include important variables that are essential for a complete picture of salary distribution among all academic staff.

"The Statistics Canada faculty salary survey on which the CAUT study is based does not include data on key demographic factors," said CAUT executive director James Turk. "This prevents us from examining the extent to which, as shown elsewhere, that wages of

racialized, Aboriginal and academic staff with disabilities are well below their other colleagues."

He said CAUT continues to press StatsCan to include complete demographic data in its university and college academic staff survey. ■

ON THE NET
CAUT's Equity Review is available at www.caut.ca/uploads/EquityReview5-en.pdf.

Rapport de l'ACPPU : l'écart salarial entre les professeurs et les professeurs s'est rétréci

L'ÉCART salarial entre professeurs et professeurs s'est rétréci considérablement au Canada, constate un récent rapport de l'ACPPU.

Selon les données compilées, l'écart salarial global entre hommes et femmes, qui était de près de 19 % en 1986, a été ramené à un peu moins de 11 % en 2006. Une fois tenu compte du rang professoral et de l'âge, l'écart est pratiquement inexistant chez les chargés de cours et tombe en dessous de 4,5 % chez les professeurs des autres rangs.

« Il s'agit là, à mon avis, d'un véritable progrès attribuable en grande partie à la syndicalisation du personnel académique », se félicite la présidente de l'ACPPU, Penni Stewart. « L'écart demeure plus important dans bon nombre d'autres secteurs où la syndicalisation

est moins marquée. »

Lorsque l'on tient compte de l'âge, les données de 2006 montrent que les professeurs adjoints, les professeurs agrégées et les professeurs titulaires gagnaient respectivement 96,1 %, 96,9 % et 95,5 % de ce que touchaient leurs homologues masculins. Quant aux chargés de cours, elles gagnaient 99,1 % du salaire moyen des hommes.

Ces résultats correspondent aux conclusions des études antérieures selon lesquelles les différences entre les disciplines ne sont pratique-

ment pas en cause dans l'écart salarial total, à peine 1 % de celui-ci leur étant attribuable en moyenne.

L'étude permet de penser que, s'il existe certes une discrimination manifeste, ce sont probablement les structures salariales et les procédures universitaires qu'il faut pointer du doigt, car elles désavantagent les femmes dans l'ensemble : les différences dans les salaires de départ, les suppléments concurrentiels et les

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CAUT Bulletin ACPPU
2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2
1953-2011
In print 58 years / Publié depuis 58 ans
ISSN 0007-7887

CAUT/ACPPU BULLETIN

Published by / Publié par
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

2705, promenade Ouesensville Drive
Ottawa (Ontario) K2B 8K2
Tel: 613-820-2270 / Fax: 613-820-2417
duhaime@caut.ca

President / Présidente
Penni Stewart

Executive Director / Directeur général
James Turk

Managing Editor / Rédactrice en chef
Liza Duhaime

Advertising / Publicité
Rosa Labocetta (ads@caut.ca)

Circulation / Diffusion
Nicole Gagné (gagne@caut.ca)

Graphic Design / Graphisme
Kevin Albert

Editorial Board / Comité de rédaction
Penni Stewart James Turk
Greg Allain David Robinson
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The CAUT Bulletin is published each month September through June. Average distribution 45,000. Subscription for one year (10 issues): \$25 + taxes (Canadian orders only); print edition USA surface mail \$35; print edition international airmail \$65. Feature content and archive are available at cautbulletin.ca. Job postings are available at academicwork.ca.

Le Bulletin de l'ACPPU paraît 10 fois par an, soit de septembre à juin. Tirage moyen: 45 000 exemplaires. Abonnement d'un an: 25 \$ + taxes (Canada), 35 \$ (États-Unis) et 65 \$ (autres pays). Les articles et rubriques du Bulletin de même que les archives sont accessibles sur le site cautbulletin.ca. Des offres d'emploi sont publiées sur le site travailacademique.ca.

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Performance Printing, Smiths Falls

COMMENT OPINIONS

COMMENTARY

Time to Revisit NSERC Grant Rules



By JOHN D. MURIMBOH

As science and engineering faculty across the country anxiously await the results of the 2011 Discovery Grant competition, it is worth reflecting on the changes the Natural Sciences and Engineering Research Council of Canada (the program's administrator) has introduced over the past two years. The October 2010 CAUT Bulletin highlighted problems with the program's success rates, but a much bigger problem is the disregard of its own rules by NSERC and the executive committees which make the funding decisions.

For those not familiar with NSERC, adjudication of Discovery Grant applications is a two-step process. Members of evaluation "groups," broken down into "sections," based on the match between their expertise and areas of a subset of applications, use a rating sheet to assign scores in reviewing the excellence of the researcher, merit of the proposal, and training of highly qualified personnel. Grant applications with the same overall scores are then grouped into funding bins.

Introduced in February 2009, two months after the 2009 competition deadline, this two-step process was supposed to increase transparency.¹ However, funding recommendations (step two) are controlled by each group's executive committee (consisting of section and group chairs) through the application of undocumented "funding principles." The principles are generally not published, but we can gain insight from the chair of the chemistry evaluation group, who outlined the principles used in the 2010 funding competition — the most recent year for which results are available — in an email listserve conversation.²

Although the process described is specific to chemistry, it is likely this also applies to the four other evaluation groups in which only some of the applicants in

quality bin "J" were funded. Discrepancies between the chair's explanation and NSERC's 2009–2010 Peer Review Manual are also outlined below.

One. "The principles we used were the same principles which have guided former selection committees: fund the early career researchers; we funded both the ECR as defined by NSERC as well as the first renewals." — chair, chemistry evaluation group

The chemistry evaluation group's tradition of funding first renewals effectively ended in the 2009 Discovery Grant competition with the elimination of the 3+2 funding system for early career researchers and first renewal applicants. I was one of the first to benefit from this change.

First renewals are actually established researchers as defined by the Peer Review Manual (p. 3). There is no mention of first renewal applicants in the manual for the 2010 competition.

Evaluation groups may only establish a different quality cutoff for early career researchers. (Ibid., p. 15) It is therefore apparent the decision to preferentially fund first renewal established researchers was neither consistent nor allowed under NSERC rules at the time. While NSERC's desire to support first renewal applicants is commendable, perhaps the rules should be established before the competition.

Two. "Of the remaining 31 grants (all established researchers), we funded the 10 VSM [very strong/strong/moderate] and not the 21 SSS [strong/strong/strong]. For myself, that was based on my view, and the view expressed to me by many members of the community, that too much weight is based on the training of HQP [highly qualified personnel] and the evaluation of the excellence of the researcher is more objective than the other categories." — chair, chemistry evaluation group

"The combination of an applicant's ratings for the three criteria determines the funding bin." (Peer Review Manual, p. 21)

"Each criterion is important and has equal weight when determining the quality category for the application." (Ibid., p. 3)

Apparently all selection criteria are equal but some are more equal than others.

Three. "The Chemistry community over many years has pushed for selectivity in the awarding of grants. That is clearly evident in the average grant awarded by the Chemistry Evaluation Group: our average grant is \$55,092 which is approximately — \$14,000 higher than the next highest average for an evaluation group and — \$20,000 higher than the average grant of all Evaluation Groups. We maintained this principle in deciding not to reduce the bin values. I also worried that if we cut the bin levels this year, they may erode continually over time... The option of decreasing all the grant levels for those awarded grants both last year and this year was not modeled or considered." — chair, chemistry evaluation group

"Bin levels, budget permitting in a given competition year, are expected to be in a similar range from year to year." (Peer Review Manual, p. 21)

Corollary: funding for each bin should be reduced if the budget is insufficient. The executive committee's bias for higher grant levels, therefore, should be irrelevant. According to the manual, grant levels for each bin should be determined from the previous year and adjusted based on the available budget.

It is clear that even in the case of significant financial constraints, the manual contained the procedures necessary to assign funding levels without the need for intervention by the executive committee.

Furthermore, it would appear that all three funding principles used by the executive committee violate numerous rules as outlined in the manual. In addition, these funding principles seem to change arbitrarily from year to year

See TIME TO REVISIT Page A4 ➔

Correction

The CAUT Bulletin's February article "Controversy Mars USask Law Dean Hire" wrongly said that University of Alberta law professor Sanjeev Anand was not interviewed by the search committee. The University of Saskatchewan has since corrected the record to show that Anand was interviewed by the search committee in October 2010. The Bulletin regrets the error.

Dans le numéro de février du Bulletin de l'ACPPU, l'article intitulé « U. de la S. : le doyen de la faculté de droit nommé dans la controverse » mentionnait erronément que le professeur de droit Sanjeev Anand de l'Université de l'Alberta n'avait pas été interviewé par le comité de recrutement. L'Université de la Saskatchewan a depuis lors apporté un correctif au dossier pour indiquer que le comité avait bel et bien interviewé M. Anand en octobre 2010. Nous nous excusons de cette erreur.



PRESIDENT'S COLUMN

National Standards Needed for Research Integrity



By PENNI STEWART

PROMOTING and protecting the integrity of academic research is a central concern of CAUT. We have long been critical of current measures used to assure research integrity and we have been vocal in calling for national standards. A review of research integrity in Canada, by a panel convened by the Council of Canadian Academies, supports our views and provides a vision for moving forward. The state of the "system" and how to foster a positive environment for research integrity were two questions animating the review.

The emergence of this issue involves a number of related factors, most notably the increased mobility of researchers, more multinational and interdisciplinary research, and vastly more complex funding environments in cross-sector collaborations of public and private research partners. The push for new integrity standards arises from heightened public awareness of the importance of reliable research and of the potential harm of wrongdoing.

A spectacular recent example is the case of now disgraced British

doctor and medical researcher Andrew Wakefield, whose 1998 *Lancet* article linked the measles, mumps and rubella vaccine to autism. He was found guilty of professional misconduct by the British General Medical Council for failing to reveal material conflicts of interest (he stood to gain financially from the sale of an alternate vaccine and diagnostic tests), altering data, dishonest reporting and breach of ethical standards.

His "research" had a disastrous impact on vaccination rates in the UK and a corresponding rise in measles cases.

But Wakefield's individual case only hints at the larger challenges to integrity that arise through the increasing commercialization of research. In Canada, the stories of physicians Nancy Olivieri and David Healy illustrate the kind of systemic pressures that result from commercialization, including sponsor demands for delay in the publication of findings, for the selective release of data, for industry oversight of academic findings prior to publication and insistence on inappropriate confidentiality of results or even non-disclosure.

A 2009 *New York Times* article revealed that a pharmaceutical company paid a medical communications firm to draft academic articles

which would then be "authored" by physicians, many of whom had little involvement in the research process. Since then, further revelations of ghostwriting — where the financial and sponsoring role of the pharmaceutical company is purposefully unacknowledged — have shown the practice to be widespread.

At the same time as funding opportunities, international research and industry partnerships have become more important to post-secondary institutions and research cultures of all disciplines have become more individualistic and entrepreneurial. In this competitive environment the pressure to publish is constant, and it is accompanied by new standards for tenure and promotion that would have been unthinkable a decade ago. The rate at which published articles are retracted has also increased over time, suggesting rising academic dishonesty is related to the high-pressure research environment.

How does Canadian research oversight rank against other countries? A study by the Canadian Research Integrity Committee, a broad alliance of 17 government and NGOs that includes CAUT, suggests some serious shortcomings. Its 2009 report, entitled *The State of Research Integrity and Misconduct Policies in Canada*, found a patchwork system

of individual institutional policies, coordinated by the granting agencies' (NSERC, SSHRC and CIHR, otherwise known as the Tri-Council) blanket integrity policy.

Notably, there is no national integrity standard. The policies of individual institutions differ considerably. With no consensus definition of research integrity or misconduct, the system is not transparent. Institutions depend on individual complaints to trigger action on misconduct and there is little evidence of proactive education. Whistleblower protection also varied greatly from institution to institution. Moreover, Tri-Council oversight is restricted to academic and medical research institutions with council-funded research and provides no ability for the granting agencies to verify the findings of institutional investigations. The private sector and other public sector bodies are outside the existing network of regulation.

The Council of Canadian Academies' panel reached much the same conclusions in its 132-page report. Its proposed solution is to establish a new independent entity, the Canada Council for Research Integrity. Envisioned as a coordinating body, the council would offer confidential advice to individuals and institutions, collect and disseminate information and promote

best practices and standards.

"The involvement of the broader research community would be key to the credibility and legitimacy of the CCRI," the report said. It said the council would "be in a position to encourage researchers and organizations outside the scope of Tri-Council funding to participate in a Canada-wide system of research integrity." It adds, however, that "issues of sanctioning would continue to rest with Canada's major federal public research funders."

CAUT has long maintained that "a single national standard should reflect the best international research integrity practices; cover all research in Canada, including that conducted in the private sector; mandate education and training programs to prevent misconduct; and contain a positive duty on organizations conducting research to provide for the defense of researchers who draw attention to or challenge the misconduct of other researchers or funders."

CAUT also wants to ensure that all institutions' investigations into alleged research misconduct follow strict rules of procedural fairness. The exhaustive reviews by the Canadian Research Integrity Committee and the Council of Canadian Academies are significant steps toward achieving this. ■

LE MOT DE LA PRÉSIDENTE

L'intégrité dans la recherche doit être à tout prix régie par des normes nationales

Par PENNI STEWART

LA promotion et la protection de l'intégrité de la recherche universitaire comptent parmi les chevaux de bataille de l'Association canadienne des professeurs et professeurs d'université (ACPPU). Ayant depuis longtemps une opinion défavorable à l'égard des mesures en vigueur à ce sujet, l'ACPPU réclame énergiquement des normes nationales. Par ailleurs, un examen sur l'intégrité de la recherche au Canada mené par un comité d'experts à la demande du Conseil des académies canadiennes (CAC) donne raison à l'ACPPU et propose une vision pour aller de l'avant. Deux aspects, soit l'état du « système » et les mesures à prendre pour favoriser un environnement propice à l'intégrité de la recherche, ont été au cœur de l'étude.

L'émergence de la question de l'intégrité de la recherche comporte un certain nombre de facteurs connexes, en particulier la mobilité accrue des chercheurs, l'intensification

de la recherche multinationale et interdisciplinaire, et les cadres de financement des collaborations intersectorielles entre partenaires en recherche publics et privés, qui se sont nettement complexifiés. En outre, un public mieux renseigné sur l'importance de recherches fiables et les dangers potentiels des actes répréhensibles n'est pas étranger à cet appel à de nouvelles normes touchant l'intégrité.

Nous avons eu droit dernièrement à un exemple frappant, celui du médecin et chercheur britannique Andrew Wakefield, qui a été déchu de son titre pour avoir, dans un article paru en 1998 dans la revue *The Lancet*, établi un lien entre le vaccin contre la rougeole, les oreillons et la rubéole et l'autisme. Le British General Medical Council l'a trouvé coupable de faute professionnelle pour omission de déclarer un conflit d'intérêts sérieux (l'ex-médecin a tiré profit de la vente d'un vaccin concurrent et de tests diagnostiques), falsification de don-

nées, publication d'un article malhonnête et infraction à l'éthique.

Ses « travaux » ont eu des conséquences désastreuses sur les taux de vaccination au Royaume-Uni, entraînant une augmentation du nombre de cas de rougeole.

L'affaire Wakefield ne donne qu'une idée sommaire des assauts plus larges à l'intégrité qu'entraîne la commercialisation croissante de la recherche. Au Canada, le cas des médecins Nancy Olivieri et David Healy met en relief le genre de pressions systémiques qu'engendre la commercialisation, notamment les exigences des commanditaires de retarder la publication des résultats, la divulgation sélective de données, la surveillance par l'industrie des résultats de recherche avant la publication et l'insistance sur une confidentialité déraisonnable des résultats, voire leur non-divulgation.

En 2009, un article du *New York Times* révélait qu'une société pharmaceutique avait retenu les services d'une firme de communications mé-

dicales pour rédiger des articles scientifiques que « signeraient » ensuite des médecins, la plupart ayant peu participé aux travaux de recherche en question. Depuis, d'autres cas de prête-noms, où il a été délibérément omis de reconnaître publiquement le rôle joué par une société pharmaceutique dans le financement ou la commandite, ont été mis au jour, laissant voir que cette pratique est répandue.

Outre les occasions de financement, les partenariats internationaux entre les communautés de la recherche et de l'industrie ont gagné en importance pour les établissements d'enseignement postsecondaire, et la culture de la recherche dans toutes les disciplines a fait une place accrue à l'individualisme et à l'entrepreneuriat. Ce milieu concurrentiel presse sans cesse les chercheurs de publier, sans compter que la permanence et la promotion font l'objet de nouvelles normes qui auraient été impensables il y a dix ans. Le nombre d'articles publiés pour les

quels une rétraction est émise a augmenté, ce qui laisse croire que la malhonnêteté de plus en plus constatée en recherche universitaire serait une conséquence des grandes pressions exercées sur le milieu.

Au chapitre de la surveillance de la recherche, comment se compare le Canada par rapport à d'autres pays? Une étude du Comité canadien de l'intégrité de la recherche, vaste alliance de 17 administrations publiques et ONG, dont l'ACPPU, laisse voir de sérieuses défaillances. Le rapport de 2009 de l'organisme, intitulé *État des politiques sur l'intégrité et l'inconduite en recherche au Canada*, décrit un ensemble de politiques institutionnelles disparates coordonné par une politique générale sur l'intégrité des organismes subventionnaires (Instituts de recherche en santé du Canada [IRSC], Conseil de recherches en sciences naturelles et en génie [CRSNG] et Conseil de recherches en sciences

Voir L'INTÉGRITÉ à la page A4 ➔

NS Students Protest Tuition Fee Increase

THOUSANDS of Nova Scotia students preparing to take to the streets for a "Reduce Fees-Drop Debt" rally Feb. 2 were shocked to learn a day before that the province's next budget would reduce grants to universities by four per cent and also not renew a tuition freeze agreement that expires this month.

One recommendation from last September's controversial report on Nova Scotia's university system by government-hired consultant Tim O'Neill suggested "allowing tuition fees to increase."

"Students and their families were promised a better deal when the NDP was elected," said Gabe Hoogers, Nova Scotia representative for the Canadian Federation of Students, the lobby group that organized the turnout over debt and tuition.

"Instead, the government is using the O'Neill report to justify funding cuts and tuition fee hikes, policies they previously condemned."

Advanced Education Minister Marilyn More said tuition fees will increase by three per cent for each of the next three years, but that the government will offset the increases by continuing to fund the student bursary program.

The average student debt from all sources for Nova Scotia graduates is \$31,000.

A 2006 Education Review published by CAUT showed that increases in tuition fees make universities no-go zones for young people



Students march in Halifax Feb. 2 to protest the end of the tuition freeze in Nova Scotia.

from modest backgrounds. Nova Scotia ranked the worst among all the provinces in Canada at that time, with low income families having to spend a startling 67.7 per cent of their after-tax income to meet the cost of tuition fees.

A recent poll conducted by Opinion Search for a coalition of stu-

dents and academic staff showed that 83 per cent of Nova Scotians want tuition fees reduced, while nearly 60 per cent indicated they would be willing to pay higher taxes to make post-secondary education more accessible to more people.

By increasing tuition fees, "the government is completely opposing

the will of Nova Scotians," Hoogers said.

The coalition, in criticizing the government's plans, said the tuition changes impose a higher burden on low-income students, making it a "discriminatory tax."

Version française à la page A7.

Time to Revisit NSERC Grant Rules

→ From PAGE A2

(e.g., treatment of first renewal applicants). While the 2010-2011 manual has been revised to reflect the preferential treatment afforded to first renewal applicants, the other violations likely remain.

Although I appreciate that executive committees should rely on funding principles appropriate to their communities, presumably these funding principles must be consistent with the Peer Review Manual. Otherwise, what is the point of establishing the rules in the first place?

At the very least, the process has the appearance of unfairness. In the worst case, it suggests the executive committees did not like the rules established by NSERC, so they simply invented their own after the grant submission and merit assessment process to achieve a predetermined outcome — increased grant sizes through a reduction in success rates.

It seems the new Discovery Grant adjudication process is actually much less transparent than the system it replaced, as the all-powerful executive committees simply override the decisions and the generally excellent work of the evaluation groups.

Those considering an appeal of grant competition results may be surprised to learn that showing NSERC has violated its own rules may not be sufficient for a "compelling demonstration of error or procedural unfairness in the review process."

NSERC's endorsement of the executive committees' violations is particularly disappointing for a system that was once regarded as the fairest in the world. Given NSERC's reluctance to abide by its own rules, perhaps it should dispense with the adjudication process and simply "sign below" to indicate they approve funding. ■

John Murimboh is a professor of chemistry at Acadia University.

1. NSERC. 2009-2010 Peer Review Manual. Retrieved October 18, 2009.

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The views expressed are those of the author and not necessarily CAUT.

Windsor Pulls Plug on Study Group Proposal

STUDY Group has had its plans for a new "pathways" joint venture scuppered by the University of Windsor's Faculty Association after a lengthy campaign that convinced university president Alan Wildeman to refuse to sanction the deal.

Private education corporation Study Group had been working on a proposal for the university to outsource an international student program on the Windsor campus.

Incoming first-year students would effectively have studied at an "international study centre" managed by Study Group and offering a portfolio of specialized language and academic preparation programs to accelerate admission to second year.

Over the last year, a motion regarding a Study Group contract for

the school of business was voted down by Windsor's senate and other motions covering the faculties of science and arts and social sciences were pulled from the table after the business motion failed. These actions were the result of successful lobbying by faculty association members.

Study Group again was an item on last month's senate meeting, but two days before the meeting faculty association president Brian E. Brown says he was informed by the university provost and the president that the Study Group motion would be removed from the agenda.

The senate conceded to having the motion removed at the Feb. 11 meeting after Wildeman spent the opening minutes saying he wanted

to amend the agenda to remove the reference to Study Group due to the uncertainty around a "range of issues" such as whether it was good for students, how it would affect campus unity and whether it was a good business deal.

"Even if the senate passed this motion, I won't sign a deal with Study Group, now or ever," he said.

Administrators started to look into the foreign-student plan two years ago citing a need to boost revenues, Brown says.

"The initiative was academically unsound," he said. "Study Group's centre would be based on our campus, but as a means of reducing overhead, unknown staff would be employed by Study Group. Having a relationship with Study Group

means the University of Windsor is not providing education, but rather purchasing it at market prices, via hollow education policies."

Brown also emphasized the efforts of the faculty association executive in defending academic integrity as the Study Group debate heated up. "The plan was fraught with problems and never should have been brought before the senate," he said. "It's a relief it's now gone."

Senators at February's meeting were called upon to come up with better internal university methods for improving education for international students — methods led by faculty, students and administrators, rather than by private international corporations. ■

L'intégrité dans la recherche doit être à tout prix régie par des normes nationales

→ Suite de la PAGE A3

humaines [CRSH], couramment appelés les trois conseils).

Comme il n'existe pas de normes nationales sur l'intégrité, les établissements se sont dotés de politiques qui varient grandement. Faute d'une définition consensuelle de l'intégrité ou de l'inconduite en recherche, le système est devenu opaque. Les établissements doivent recevoir des plaintes avant d'intervenir en cas d'inconduite et peu d'éléments attestent qu'une sensibilisation est menée de façon active à ce sujet. De plus, un dénonciateur ne béné-

ficiera pas de la même protection d'un établissement à l'autre. Par ailleurs, les trois conseils surveillent uniquement les établissements de recherche universitaire et médicale menant des travaux qu'ils financent, et les organismes subventionnaires n'ont pas les moyens de vérifier les constatations d'enquêtes que réalisent les établissements. Enfin, le secteur privé et d'autres organismes du secteur public sont hors de portée de l'actuelle structure réglementaire.

Le comité d'experts du CAC, qui en est arrivé à des conclusions assez semblables dans son rapport de 134

pages, propose de mettre sur pied une entité indépendante, le Conseil canadien pour l'intégrité de la recherche (CCIR). Cet organisme de coordination donnerait de façon confidentielle des conseils aux particuliers et aux établissements, recueillerait et diffuserait de l'information en plus de promouvoir les pratiques exemplaires et des normes.

Selon le rapport, « [la] participation de l'ensemble du milieu de la recherche serait essentielle à la crédibilité et à la légitimité du CCIR », car ce dernier « serait en mesure d'encourager les chercheurs et les organismes non financés par les

trois conseils à participer à un système pancanadien d'intégrité en recherche ». Toutefois, le document prévoit que l'application de sanctions incomberait toujours aux principaux organismes subventionnaires publics fédéraux de la recherche.

L'ACPPU préconise depuis longtemps une norme commune nationale tenant compte des pratiques exemplaires internationales en matière d'intégrité en recherche; visant tous les travaux menés au Canada, y compris par le secteur privé; rendant obligatoires des programmes de sensibilisation et de formation ayant pour but de pré-

venir l'inconduite; et imposant aux organismes qui réalisent des travaux de recherche l'obligation absolue de protéger les chercheurs qui attirent l'attention sur l'inconduite de collègues ou de bailleurs de fonds ou qui s'y opposent.

L'ACPPU tient également à ce que toutes les enquêtes visant des établissements à propos d'allégations d'inconduite dans le domaine de la recherche suivent les règles strictes de l'équité procédurale. Les examens exhaustifs du Comité canadien de l'intégrité de la recherche et du CAR constituent une étape importante vers l'atteinte de cet objectif. ■

NEWS ACTUALITÉS

Deux anciens professeurs de l'Ud'O disculpés à l'issue d'une d'enquête

UN comité indépendant chargé par l'ACPPU d'enquêter sur les motifs ayant mené en 2005 à la saisie des fichiers électroniques et des documents de deux anciens professeurs cliniciens de l'Université d'Ottawa a publié un rapport provisoire dans lequel il met clairement ces derniers hors de cause.

Le 22 mars 2005, les autorités de l'Hôpital Royal Ottawa et de l'Institut de recherche en santé mentale (IRSM) de l'Université d'Ottawa ont perquisitionné sans préavis le bureau et la salle des dossiers, tous deux sécurisés, de la psychiatre Anne Duffy, y ont saisi les dossiers de recherche, ont bloqué l'accès à la base de données du projet de recherche et ont transféré tous les fichiers électroniques sur une autre unité de réseau.

La docteure Duffy et son collègue le docteur Paul Grof menaient alors une étude psychiatrique à long terme avec des sujets humains. Ils ont appris par la suite que leurs documents de recherche avaient été copiés et que les administrations du Royal Ottawa et de l'IRSM les accusaient d'avoir enfreint les lignes directrices sur l'éthique de la recherche pour avoir omis, entre autres fautes, d'obtenir le consentement éclairé des sujets d'étude.

Le comité d'enquête, dont le rapport final n'a pas encore été publié, a toutefois déterminé qu'il était im-

possible de vérifier avec certitude, compte tenu de la longue durée sur laquelle s'étalait l'étude, si tous les sujets avaient signé ou non un formulaire de consentement.

« Ce qui est vérifiable, en revanche, c'est si les sujets savaient qu'ils participaient à un projet de recherche et s'ils comprenaient bien la nature de celui-ci », établit le comité dans son rapport provisoire. « Ce qui a semblé de toute évidence être le cas de tous les sujets que nous avons interviewés. Ils ont dit avoir pleinement confiance en l'intégrité de la docteure Duffy et saisi la pleine importance de la recherche qu'elle menait. »

Le comité observe par ailleurs que, compte tenu de la procédure suivie pour la saisie des dossiers ainsi que des disparités manifestes entre les copies de documents et les originaux, il n'est pas judicieux de tirer de quelconques conclusions sur les raisons pour lesquelles il manquerait des formulaires de consentement.

D'après les résultats de son examen du dossier, le comité rejette comme non fondées les allégations selon lesquelles les docteurs Duffy et Grof auraient enfreint sérieusement les normes d'éthique de la recherche ou les bonnes pratiques cliniques. ■

English on page A7.

BC Budget Offers Zero Percent Financing for Higher Education

ON the heels of last year's budget that froze government funding for public post-secondary institutions and student financial assistance programs for three years, the new BC budget tabled Feb. 15 announced the freeze would extend through an additional year.

The "zero percent" strategy does not protect education, warns David Mihady, president of the Confederation of University Faculty Associations of British Columbia.

"Students have seen their tuition fees rise 2 per cent every year, and professors have accepted two-year wage freezes. It's only the government that is letting BC's universities fall behind," he said. "Facing similar fiscal difficulties, Ontario and Alberta have continued making substantial investments in post-

secondary education."

Nimmi Takkar, chairperson of the Canadian Federation of Students for British Columbia, said post-secondary students and their families can't afford the so-called "status quo" budget.

"In a time of high unemployment, one of the most important investments a government can make is in higher education and training," she said. "Slowly starving post-secondary institutions and drowning students in debt will hamper the province's economic strength and productivity."

Among graduates who borrow in BC, the average debt is \$27,000, the highest in the country outside of Atlantic Canada. BC students also pay the highest interest rate on student loan repayments in Canada.

A federation analysis of the budget also shows financing of programs designed to help the province's post-secondary students has been reduced by almost 20 per cent since 2009.

Cindy Oliver, president of the Federation of Post-Secondary Educators of BC, said the government's mandate continues the decade-long decline of real per-student operating grants.

"Publicly-funded post-secondary institutions are being forced to reduce access, programs and services at a time when all three should be increasing. BC urgently needs to increase access and opportunities for citizens wanting to start or complete a post-secondary education," she said. ■

Version française à la page A7.

Critical Points & Policy Implications in Charest Speech

QUEBEC Premier Jean Charest attempted to put on a strong front in his inaugural speech that recalled the National Assembly after his surprise prorogation on Feb. 4.

Charest, at a record low popularity, said his Liberal government recognizes employment and education as main pillars for a healthy economy and continuing development.

The premier promised more money for universities while also reiterating that students should expect a rise in tuition fees in the coming months.

The speech was denounced by Quebec's student groups, but supported by the Conference of Rectors and Principals of Quebec Universities.

"What Charest said is that he will increase student debt and reduce access to universities," said Louis-Philippe Savoie, president of the Quebec Federation of University Students. "It will close the doors for low-income families. Students will not let that happen."

Last December, thousands of students flooded into Quebec City to say no to any plan for removing the cap on tuition.

Pre-budget consultations are currently underway, although the gov-

Unfinished Business

The Premier's surprise prorogation meant proposed legislation that had not passed third reading in Quebec's National Assembly died on the order paper, including omnibus Bill 130 that would have replaced the province's existing three research funding agencies with the Quebec Research Fund, an organization that would "re-present the government" and be headed by a chief science officer to act as "advisor to the Minister of Economic Development, Innovation and Trade."

Critics said the legislation that would have dismantled arm's length agencies, while aimed at getting rid of bureaucracy, would have predominantly affected the autonomy of future research funding. While the new legislative agenda is silent about Bill 130, the target date for Quebec's first chief science officer to take office is "early 2011."

ernment has already said its focus is on meeting deficit and debt-reduction targets, which critics fear provides a rationale for public sector cuts and the introduction of user fees.

Throughout his administration, Charest has promised to cut taxes, reform health care and education, downsize and privatize public services and change labour codes to loosen the grip of unions, but the initial volley of measures was

scaled back in the face of fierce resistance.

As the Charest government prepares for a budget over the coming weeks, the Social Alliance, an association of major unions and student movements in Quebec, said it's planning a counter-offensive against any assault on public services. ■

Version française à la page A6.

Québec sévira contre l'Université McGill

LA ministre de l'Éducation du Québec, Line Beauchamp, a confirmé l'intention de son gouvernement de sanctionner financièrement l'Université McGill pour avoir augmenté de près de 1 500 %, en septembre dernier, les frais de scolarité pour son programme de maîtrise en administration des affaires (MBA).

Tel que nous l'avons mentionné dans l'édition de janvier du *Bulletin*, l'établissement universitaire montréalais a fait passer le coût de son programme de 2 000 \$ environ à 29 500 \$, soutenant que, faute d'un financement public suffisant, il n'avait plus les moyens de subventionner le programme et de soutenir la concurrence internationale.

L'université envisagerait d'imposer une autre hausse de 3 000 \$ à la prochaine cohorte d'étudiants.

Rejetant les justifications invoquées, la ministre Beauchamp a fait valoir que d'autres universités du Québec offraient d'excellents programmes de MBA dans les limites du modèle de droits de scolarité fixés réglementairement. Elle n'a toutefois pas précisé les modalités des pénalités qu'encausserait McGill. Sa prédecesseur, Michelle Courchesne, qui a été affectée à d'autres fonctions par suite d'un remaniement ministériel l'été dernier, avait dit vouloir retrancher de l'enveloppe budgétaire allouée à McGill un montant équivalent à l'augmentation des frais.



L'acceptation dans un programme d'études doit reposer sur le mérite, et non pas sur le revenu familial.

— James Turk
Directeur général de l'ACPPU

Dans une entrevue accordée au *Devoir* le 25 février, Mme Beauchamp a confirmé que son ministère avait pris une mesure exceptionnelle en novembre dernier en demandant la liste des étudiants inscrits au programme de MBA à McGill.

« Il fallait tenir compte des étudiants étrangers, des étudiants canadiens, et les analyses sont pratiquement terminées. D'ici peu, je serai en mesure de donner les chiffres de la pénalité imposée à McGill », a indiqué la ministre.

« Le gouvernement cherche ainsi à empêcher la mise en place d'un système à deux vitesses en matière de programmes de MBA au Québec », a déclaré le directeur général de l'ACPPU, James Turk.

« L'acceptation dans un programme d'études au Québec doit reposer sur le mérite, et non pas sur le revenu familial, quelle que soit l'université québécoise où l'on souhaite poursuivre ses études. » ■

Quebec to Fine McGill University

QUEBEC education minister Line Beauchamp has confirmed that her government will go ahead with penalties against McGill for hiking tuition fees for its Masters of Business Administration program by almost 1,500 per cent last September.

As the *Bulletin* reported in January, McGill started charging students in its MBA program \$29,500 a year in tuition — from about \$2,000 — claiming it could no longer afford to subsidize the program and compete internationally in the absence of adequate government funding.

McGill reportedly said it planned another \$3,000 increase for the next cohort.

Beauchamp is not buying it, arguing that other Quebec universities offer excellent MBA programs with the flat-tuition model. She has not confirmed the financial penalty that McGill will face. Her predecessor, Michelle Courchesne, who left the education portfolio in a cabinet shuffle last summer, wanted to reduce McGill's funding by an amount equal to the tuition increase.

In an interview with *Le Devoir* on Feb. 25, Beauchamp confirmed that her ministry had taken an exceptional measure last November in asking for a list of students registered in McGill's MBA program.

"We needed to take account of foreign students and out-of-province students, and that analysis is practically finished. I will soon be able to announce the amount of the penalty to be imposed on McGill," Beauchamp said.

"The government is attempting to avoid the creation of a two-tiered system for MBA programs in Quebec," said James Turk, CAUT executive director. "Quebec students' access to any program has to be based on merit, and not family income, whether they wish to study at Concordia, Laval, Montreal, or McGill or another Quebec university." ■




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Points critiques et incidences politiques du discours de Charest

Le premier ministre québécois Jean Charest a tenté de montrer une contenance ferme dans son discours d'ouverture à l'Assemblée nationale qu'il a convoquée après en avoir décrété par surprise la prorogation le 4 février.

M. Charest, dont la cote de popularité n'a jamais été aussi basse, a déclaré que son gouvernement libéral citait l'emploi et l'éducation parmi les grands piliers d'une économie prospère et d'un développement durable.

Tout en promettant d'octroyer davantage de fonds aux universités, le premier ministre a cependant réitéré que les étudiants devaient s'attendre à une hausse des frais de scolarité dans les mois à venir.

Le discours, bien que dénoncé par les organisations étudiantes québécoises, a reçu un accueil enthousiaste de la part de la Conférence des recteurs et des principaux des universités du Québec.

« Ce que M. Charest a dit aujourd'hui, c'est qu'il allait augmenter l'endettement des étudiants et réduire l'accès aux universitaires », a indiqué le président de la Fédération étudiante universitaire du Québec, Louis-Philippe Savoie. « On va fermer les portes des universités aux familles moins nanties, et les étudiants ne le laisseront pas faire. »

En décembre dernier, des milliers d'étudiants sont descendus dans les rues de Québec pour manifester leur opposition contre tout déplaçonnement des droits de scolarité.

Bien que les consultations prébudgétaires soient toujours en cours, le gouvernement a déjà fait savoir qu'il s'était donné pour objectifs prioritaires de réduire le déficit et la dette, cela devant servir, comme le craignent certaines critiques, de toile de fond pour justifier des compressions dans le secteur public et l'introduction de frais modérateurs.

Depuis qu'il est au pouvoir, M. Charest s'est engagé à réduire

Actions laissées en plan

La décision surprise du premier ministre de proroger l'Assemblée nationale a eu pour effet de laisser mourir sur le feuillet des projets de loi qui n'avaient pas franchi l'étape de la troisième lecture, notamment le projet de loi d'ensemble 130 qui aurait remplacé les trois organismes provinciaux de financement de la recherche actuels par le Fonds Recherche Québec, un organisme « mandataire du gouvernement » et dirigé par le premier scientifique en chef chargé d'agir à titre de « conseiller auprès du ministre du Développement économique, de l'Innovation et de l'Exportation ».

Selon les critiques, ce projet de loi aurait démantelé les organismes indépendants, mais même s'il était censé supprimer la bureaucratie, aurait surtout porté atteinte à l'autonomie du financement futur de la recherche. Bien que le nouveau programme législatif ne fasse aucune mention du projet de loi 130, la date cible de l'entrée en fonction du premier scientifique en chef du Québec est fixée au début de 2011.

les impôts, à réformer les systèmes de soins de santé et d'éducation, à comprimer et privatiser les services publics et à réviser le code du travail pour desserrer l'emprise des syndicats, mais la série de mesures promises s'est jusqu'ici heurtée à une farouche résistance.

Alors que le gouvernement Charest travaille à l'établissement de son budget, l'Alliance sociale, un regroupement de grandes organisations syndicales et étudiantes du Québec, a indiqué qu'elle se préparait à lancer une contre-offensive pour faire échec à toute attaque contre les services publics. ■

English on page A5.

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Inquiry Exonerates Former Ottawa U. Profs

An independent committee of inquiry appointed by CAUT to investigate why computer files and documents were seized in a 2005 incident has issued an interim statement clearing two former University of Ottawa faculty members of wrongdoing.

On March 22, 2005, officials with the Royal Ottawa Hospital and the uOttawa Institute of Mental Health Research accessed the secured office and file room of psychiatrist Anne Duffy, without prior notice, and confiscated research records as well as closed down her research project database and moved documents maintained electronically to a different network drive.

Duffy and her colleague Paul Grof were leading a long-term psychiatric research study with human test subjects. They later learned their research material had been copied and that administrators with the Royal Ottawa and IMHR alleged they had violated research ethics guidelines, including failure to obtain proper informed consent.

While CAUT is still waiting for the release of the final report, the committee of inquiry has determined that the long-term nature of the study makes it impossible to verify with certainty if all subjects signed a consent form or not.

"What can be verified is whether research subjects knew that they participated in research and whether they had a good understanding of the nature of the research. This seemed clearly the case for all of the research subjects we interviewed," the committee's statement



Medical professors Anne Duffy & Paul Grof had their research records seized & copied.

says. "They also expressed a strong confidence in the integrity of Dr. Duffy and in the importance of the research she conducted."

The committee also found that the way in which the files were seized and the apparent inconsis-

tencies between the copied materials and the originals make it inappropriate to draw any conclusions about the reasons why any consent forms were absent.

It concludes that it is unwarranted to allege Duffy and Grof com-

mitted serious violations of research ethics norms or good clinical research practices, based on its investigation made on the incident. ■

Version française à la page A5.



C.-B. : rien dans le budget pour l'éducation supérieure

SUIVANT de près le budget de l'an dernier par lequel le gouvernement britanno-colombien imposait pour trois ans un gel du financement des établissements postsecondaires publics et des programmes d'aide financière aux étudiants, le nouveau budget provincial déposé le 15 février dernier prolonge ce gel d'une autre année.

La stratégie du « zéro pour cent » ne favorise nullement la protection de l'éducation, met en garde David Mihady, président la confédération des associations de personnel académique de la Colombie-Britannique (CUFA/BC).

« Les étudiants doivent composer avec une hausse annuelle des frais de scolarité de 2 %, et les professeurs ont accepté un gel de leurs salaires de deux ans. Le gouvernement est l'unique responsable du retard que subissent les universités de la Colombie-Britannique », accuse-t-il. « Malgré des difficultés financières semblables, l'Ontario et l'Alberta continuent d'investir des ressources considérables dans l'éducation postsecondaire. »

La présidente de la Fédération canadienne des étudiantes et étudiants pour la Colombie-Britannique, Nimmi Takkar, estime que les étudiants du postsecondaire et leurs familles ne peuvent tout simplement pas faire les frais du prétendu « budget du statu quo ».

« En période de chômage massif, il est d'une importance cruciale que le gouvernement investisse dans l'éducation supérieure et la formation », souligne-t-elle. « Les établissements postsecondaires de plus en plus privés du soutien de l'État et les étudiants croulant sous les dettes conduiront au ralentissement de la prospérité économique et de la productivité de la province. »

La dette moyenne des étudiants diplômés qui contractent des emprunts en Colombie-Britannique s'établit à 27 000 \$, soit la dette la plus élevée au pays en dehors de la région de l'Atlantique. Sans compter que les étudiants de cette province paient le plus haut taux d'intérêt au Canada sur les prêts étudiants.

Dans son analyse du budget, la fédération constate que le financement des programmes provinciaux d'aide aux étudiants du postsecondaire a enregistré un recul de près de 20 % depuis 2009.

De son côté, la présidente de la Fédération of Post-Secondary Educators of BC, Cindy Oliver, affirme que la politique budgétaire du gouvernement ne fait qu'accroître la régression, amorcée il y a dix ans, du chiffre réel des subventions de fonctionnement octroyées par étudiant.

« Les établissements postsecondaires financés par l'État sont ainsi contraints à réduire l'accès, les programmes et les services alors que ceux-ci devraient tous augmenter. La province doit de toute urgence accroître l'accès et les possibilités pour les citoyens qui souhaitent entreprendre ou terminer des études postsecondaires », ajoute-t-elle. ■

English on page A5.

Les étudiants de la Nouvelle-Écosse dénoncent la hausse des frais de scolarité

ALORS que la mobilisation se mettait en place en vue d'un grand rassemblement prévu le 2 février pour réclamer la baisse des frais de scolarité et de la dette étudiante, des milliers d'étudiants de la Nouvelle-Écosse ont été outrés d'apprendre la veille que le gouvernement de la province allait réduire de 4 % le financement des universités dans son prochain budget et qu'il ne renouvellerait pas le moratoire sur le gel des frais de scolarité qui devait prendre fin ce mois-ci.

Dans le rapport controversé sur le système universitaire provincial qu'il a produit en septembre dernier à la demande du gouvernement, l'économiste Tim O'Neill avait recommandé de permettre l'augmentation des frais de scolarité.

« Or, une fois élus, les néo-démocrates avaient promis aux étudiants et à leurs familles d'améliorer sensiblement la situation », rappelle Gabe Hoogers, représentant de la Fédération canadienne des étudiants et étudiantes en Nouvelle-Écosse, le groupe de pression responsable de l'organisation de la manifestation d'étudiants.

« Au lieu de cela, le gouvernement se sert du rapport O'Neill pour justifier les compressions de financement et les hausses des droits de scolarité, alors qu'il avait auparavant condamné de telles mesures. »

La ministre de l'Enseignement supérieur Marilyn More a annoncé, pour chacune des trois prochaines années, des augmentations des droits de 3 % qui seraient compensées par

l'apport continu de fonds publics au programme de bourses d'études.

La dette étudiante moyenne, toutes sources confondues, s'élève à 31 000 \$ chez les diplômés de la Nouvelle-Écosse.

L'ACPPU avait établi, dans un numéro des *Dossiers en éducation* publié en 2006, que les hausses des frais de scolarité rendaient l'accès aux études universitaires impossible aux jeunes issus de milieux modestes. Elle y constatait également que, de toutes les provinces canadiennes, la Nouvelle-Écosse était celle qui imposait les frais les plus élevés, où les familles à faible revenu devaient dépenser le pourcentage ahurissant de 67,7 % de leur revenu net d'impôt pour acquiescer ces frais.

Un récent sondage réalisé par Opinion Search pour le compte d'une

coalition d'étudiants et de membres du personnel académique révèle que les Néo-Écossais sont favorables à 83 % à une réduction des frais de scolarité, près de 60 % se disant même disposés à subir une hausse de leurs impôts si cela devait permettre à un plus grand nombre de personnes de poursuivre des études postsecondaires.

En augmentant les droits de scolarité, fait valoir M. Hoogers, « le gouvernement agit carrément à l'encontre de la volonté des Néo-Écossais ».

La coalition accuse le gouvernement d'intensifier ainsi le fardeau des étudiants à faible revenu en leur imposant une « taxe discriminatoire ». ■

English on page A4.

Rapport de l'ACPPU : l'écart salarial entre les professeurs et les professeurs s'est rétréci

→ Suite de la PAGE A1

primes au mérite, ainsi que les conséquences des interruptions de carrière.

« Il nous faut trouver de meilleurs moyens de corriger chacun de ces facteurs afin d'assurer une plus grande équité entre les sexes », souligne Mme Stewart.

La principale limite de l'étude

tient au fait que les données disponibles ne dégagent pas de variables importantes, essentielles pour brosser un tableau complet de la répartition des salaires chez tous les membres du personnel académique.

« L'enquête de Statistique Canada sur laquelle s'appuie l'étude de l'ACPPU ne fournit aucune donnée sur les facteurs démographiques

clés », observe le directeur général de l'ACPPU, James Turk. « Ce qui nous empêche de déterminer dans quelle mesure, comme il est ailleurs montré, les membres du personnel académique racialisés, autochtones ou ayant un handicap gagnent beaucoup moins que leurs autres collègues. »

C'est pourquoi, dit-il, l'ACPPU continue de presser Statistique Ca-

nada d'intégrer des données démographiques complètes dans son enquête sur le personnel enseignant travaillant dans les universités et les collèges canadiens. ■

SUR LE NET

L'étude de l'ACPPU sur l'équité en matière d'emploi peut être consultée à www.acppu.ca/uploads/EquityReview5fr.pdf.

English on page A5.

CAREERS CARRIÈRES

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A

■ ABORIGINAL EDUCATION (ABORIGINAL STUDIES) – Brock University, The Faculty of Education, Brock University invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Aboriginal Education (Aboriginal Studies). The appointment, subject to final budgetary approval, will commence July 1, 2011. The preferred candidate will possess the following: An earned doctorate in education or equivalent (AB candidates will be considered); excellent teaching experience in teaching K-12 schools would be an asset; an excellent command of English; extensive personal background and knowledge of Aboriginal culture and language issues; Aboriginal history, and educational policy affecting Aboriginal students and communities; an understanding of or experience with teacher education in Ontario, and evidence of a strong commitment to scholarly research and publication. In this regard, the conduct of culturally sensitive research on issues of Aboriginal importance is essential.

Expertise in facilitating an access program for Aboriginal women as well as willingness to teach in Aboriginal communities in remote areas of Ontario would be desirable. In practical terms, the job will require a valid Ontario Driver's License and a satisfactory police record check. The successful candidate will be appointed to the Tenure-track Centre for Aboriginal Research and Education. He/she will be expected to liaise with the Department of Graduate and Undergraduate Studies in Education, and/or the Department of Teacher Education, to teach in programs affiliated with those Departments and the Centre, and to supervise graduate student research. Deadline for this application is April 15, 2011. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be directed to the email address provided below: Dr. Fiona Blake, Dean, Faculty of Education, Brock University, 500 Glenridge Ave. St. Catharines, ON L2S 3A1; Email: research@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca.

■ ACCOUNTING – University of Toronto, The Department of Management at the University of Toronto Scarborough invites applications for a full-time position in Accounting at the rank of Lecturer, to begin July 1, 2011. Appointments at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation

made with respect to promotion to the rank of Senior Lecturer. The successful applicant will be responsible for teaching courses in management accounting, management control and information system, and taxation. Applicants should be familiar with the requirements of the various professional governing bodies and professional designations, including CA, CGA and CMA. Duties also include participation in the governance of the Department of Management and service to the students, the department and the university. Minimum qualifications include a Master's degree and a professional designation (i.e. CA, CGA or CMA). A PhD degree in Accounting or related field is an advantage but is not required. Candidates should have professional work-related experience and significant teaching experience, with proof of excellence in teaching. Experience and administrative skills in co-ordinating multiple section courses with an enthusiasm for working in a diverse and multicultural environment would also be an asset. Salary will be commensurate with qualifications and experience. Additional information on the Department can be found at <http://www.utsc.utoronto.ca/~mgmt/>. The deadline for applications is

April 15, 2011. Interested candidates should apply online at <http://www.jobs.utoronto.ca/faculty.htm> (Job Number 11001101). Please note that you must include a letter of application with a current curriculum vitae and evidence of excellence in teaching. Three letters of reference should be sent to management-reference-letters@utoronto.ca. We encourage applicants to combine PDF or MS WORD documents in one or two files. Candidate profiles are limited to 5 attachments at 2 MB each. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

C

■ CHEMISTRY – Brock University, The Department of Chemistry invites applications for a 12-month instructional Limited Term Appointment (LTA) with an appointment effective July 1, 2011. The successful candidate will be responsible for offering undergraduate courses (4 courses in total) focused in analytical chemistry at the second and third-year level (Introduction to Analytical Chemistry (CHEM 2A2) & Instrumental Methods for Quantitative Analysis (CHEM 3A11), introductory chemistry (Chemical Principles and Properties (CHEM 1F2) and other courses as required by the Department). Qualifications: Successful candidates will have a PhD in Analytical Chemistry. Preference will be given to candidates with previous undergraduate teaching experience. Notes: Please send a letter of application, curriculum vitae, teaching dossier (including a statement of teaching philosophy and evidence for excellence in undergraduate instruction, where possible) and three letters of reference sent directly to the following: Dr. Martin Lemaire, Chair, Analytical LTA Search Committee, Department of Chemistry, Brock University, St. Catharines, Ontario, Canada L2S 3A1; Tel: 905-688-5550, ext. 3400; Fax: 905-688-6020. Closing date for an application is March 15, 2011 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University can be found on the University's website: www.brocku.ca. Application Deadline: March 15, 2011.

■ CIVIL & ENVIRONMENTAL ENGINEERING – University of Victoria, The Faculty of Engineering and the University of Victoria invites applications for a tenure-track/tenured faculty position at the level of Assistant or Associate Professor in the areas of Civil and Environmental Engineering with a focus on sustainability, including, but not limited to, green engineering and construction, transportation engineering, green buildings and water resource systems. Candidates for the position must have a PhD in Civil or Environmental Engineering or a closely related field, and a demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered professional engineers or be eligible for such commitment to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels in a new program in Civil Engineering with a sustainability focus. The successful applicant will have an opportunity to play a leadership role in the development of this new program, which is in the planning stage, although formal approval has not yet been received. The candidate will also be expected to supervise graduate students, establish an active research program, and participate in the academic affairs of the University. The Department has a strong research focus in the area of Project Based Learning approach. The Department of Mechanical Engineering offers BEng, MEng, MSc and PhD programs. The Department has 22 faculty members including three Canada Research Chairs, and 96 graduate students. The Department is known for its strong research programs with a large number of research personnel and visiting scholars. With an excellent collegial atmosphere and active research, the Department attracts outstanding faculty and staff, as well as superb graduate and undergraduate students. Further information on the Department can be found at <http://www.uvic.ca>. The University of Victoria (www.uvic.ca) is situated in the City of Victoria, the capital of British Columbia, at the southern tip of Vancouver Island. Founded in 1963, the University is consistently ranked as one of the leading comprehensive universities in Canada. The University has a reputation for excellence in research and teaching and a host of research centers working on energy, environment, climate and sustainability issues, including the Institute for Integrated Energy Systems and the Pacific Institute for Climate Solutions. Applications should include curriculum vitae, teaching objectives, research plans, and the names, addresses, telephone

Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPU sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
January 2011 janvier	December 01 décembre 2010	December 22 décembre 2010
February 2011 février	January 05 janvier 2011	January 26 janvier 2011
March 2011 mars	February 02 février 2011	February 23 février 2011
April 2011 avril	March 02 mars 2011	March 23 mars 2011
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June 2011 juin	May 04 mai 2011	May 25 mai 2011

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^{††} 4-colour & position charges commutable.

Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisement restrictions applying on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect the priorities of this organization. The CAUT Bulletin therefore reserves the right to refuse advertisements from any post-secondary institution where an advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for those positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500 or visit www.aaup.org.

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[†] Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, distictiels, conférences, événements).

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Déclaration de l'éditeur

Le Bulletin de l'ACPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidats pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPU sur la liberté académique (www.acpu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le Comité de rédaction du Bulletin de l'ACPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier le statut de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500, ou de visiter www.aaup.org.

CAUT ACPU
BULLETIN

CAREERS CARRIÈRES

numbers and email addresses of at least four referees. Applications should be received by 28 March 2011. By email to: me.civil@me.ualberta.ca and addressed to: Professor Ned Djilali, Chair, Civil and Environmental Engineering Program Committee, University of Alberta, PO Box 3095, Stn CSE, Victoria, BC, Canada, V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the diversification of the university. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

COMMUNICATIONS – University of Fraser Valley: The University of the Fraser Valley is the school of choice for 16,000 students annually pursuing more than 80 degrees, diploma and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. UFV is a premier institution and according to the Globe and Mail's annual Canadian University Report was the top of the list in the small universities category, earning a 4+ grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. The Communications Department at the University of the Fraser Valley invites applications for a faculty position in Communications, commencing August 2011. The department is seeking an outstanding instructor with a background that combines academic excellence with applied expertise who will complement our current programming in Communications. We currently offer a mix in Communications and are in the process of developing a degree program. We are also involved in interdisciplinary programs including a Certificate in Journalism, a proposed Global Development Studies Degree, and a proposed Media Arts Degree. The applicant will be expected to instruct lower-level courses in technical and academic writing and public speaking, and contribute to existing upper-level courses in rhetoric, public and community relations; science, advocacy, proposal, and long report writing; document design, desktop and web publishing; crisis communication; journalism, and instructional skills. Successful applicants in their areas of expertise. Growth interest areas in our department include environmental communication, journalism, and the impact of new media on workplace communication. The successful applicant will have strong interpersonal skills and a commitment to excellence in teaching both in online and classroom environments. Additionally, the candidate will be able to demonstrate interest in research emphasizing both the rhetorical foundations of the discipline as well as current theory. Applicants should possess a PhD in Communications or closely related discipline, demonstrate successful and substantial teaching experience at the post-secondary level, and show evidence of departmental and institutional service. Candidates with a relevant Master's degree plus considerable applied industry experience will be considered. Work experience in, and established relationships with, the communications industry are an asset. Shortlisted applicants may be required to undergo a criminal record check. The Selection Advisory Committee will begin reviewing applications on March 31, 2011, however, the position will remain open until filled. Direct curriculum vitae to resume, including evidence of appropriate qualifications, teaching evaluations and three letters of reference, referring to POSTING 2011.0210, Employee Services, University of the Fraser Valley, 33644 King Road, Abbotsford, BC, Canada, V2S 7M6; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ualberta.ca

uiv.ca; Email resumes to: eninfo@uiv.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment.

COMMUNICATION STUDIES (Critical Internet Studies) – Wilfrid Laurier University: The Department of Communication Studies invites applications for a tenure-track appointment at the rank of Assistant Professor, to begin July 1, 2011, and subject to budgetary approval. We are seeking a communication studies scholar whose research is in critical internet studies. The preferred candidates will have a strong research record and a demonstrated record of excellence in teaching, especially at the undergraduate level. More specifically, their scholarship will address critical social, cultural, and media theory and will be located in at least one of the following three areas: 1. The Internet, politics and the constitution of publics. Specific topics of research may include hacktivism; social movements; net activism; social media and political communication; 2. Critical studies of Internet policy. Specific topics of research may include governmentality of the Internet and World Wide Web; broadband and media convergence; net neutrality; privacy, and intellectual property; network protocols and device standards; 3. Critical analysis of the "new information economy" and Internet/Web-centric corporations. Candidates will be expected to teach CS101 Mass Communication in Canada, and two or more of the following: CS250 Communication, Culture, Policy; CS322 Gender, Communication and Culture; CS333 Alternative Media; and will be expected to contribute to our curriculum in the area of research methodologies (feminist, internet, participatory research, etc.). Shortlisted candidates will also be expected to contribute to our existing undergraduate and graduate programs in terms

Faculty Positions – 2011/2012

Orillia Campus

Lakehead University's Orillia Campus invites applications for a variety of faculty positions for the Fall and Winter semesters 2011/2012. The chair and tenure track appointments will commence on July 1, 2011 and August 1, 2011 respectively at a rank commensurate with experience and qualifications. Preferred candidates will have an earned PhD (or equivalent), a demonstrated potential for research, and a commitment to teaching. All advertised positions are subject to budgetary approval.

Chair Position:

- Chair - Education Programs at Orillia

Tenure Track Positions in:

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- Education - Language Arts
- Interdisciplinary Studies/History (Canadian)

For more information on these and all other positions as well as a complete listing of teaching opportunities and detailed course descriptions, please visit our website at:

<http://hr.lakeheadu.ca/employment.php>

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at <http://hr.lakeheadu.ca/pdf/immig.pdf>. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications, and contact information for three references, to:

Dr. Kim Feddersen, Orillia Campus Dean
Lakehead University, Orillia Campus
500 University Avenue, Orillia, ON L3V 0B9
e-mail: orhumes@lakeheadu.ca fax: (705) 329-4648

Review of applications will begin on March 30, 2011 and continue until the positions have been filled.

Lakehead University is a comprehensive university with campuses in Thunder Bay and Orillia. It offers post-secondary undergraduate and graduate programs as well as research expertise that meet specific regional needs. The University is known for its multidisciplinary teaching approach that emphasizes collaborative learning and independent critical thinking.

Lakehead University is an Equal Opportunity Employer

lakeheadu.ca

Lakehead
UNIVERSITY



McGill

Assistant/Associate Professor of Social Work Couple & Family Therapy

The School of Social Work of McGill University invites applications for a full-time tenure track position, beginning in autumn 2011. The ideal candidate will demonstrate a passion and talent in excellent clinical practice and will have established a promising program of research and scholarship in the field of couple and family therapy. She will hold a doctorate in social work or a related discipline, and have experience in teaching and clinical supervision.

The successful candidate will have the exciting opportunity to contribute to the development, teaching and success of the first Masters program in couple and family therapy to be offered by a Canadian university. The program will recruit students from a variety of disciplines including social work, counselling and clinical psychology, nursing, and medicine. A high degree of interest in the program is evident, and the first student cohort will begin as soon as final ministerial approval is issued.

This important appointment in social work forms part of McGill's "renewal" strategy, which has continued despite the difficult economic circumstances affecting universities around the world. The School's "renewal" includes the development of this new Masters in Couple and Family Therapy, as well as 8 new tenure track faculty appointments, a new generalist BSW curriculum, and an MSW offering 3 specialist streams (children and families, health and social care and international & community development). Enrolment in our doctoral program has also sharply increased. For further information on the School of Social Work and McGill University, please visit our web site at: <http://www.mcgill.ca/socialwork/>.

Home to McGill, Montreal is a great cosmopolitan city, which attracts people from around the world who are drawn by its charm, its cultural diversity, and European ambience. McGill is a world-class university, consistently recognised by *McLean's* magazine as the top university in Canada, and ranked amongst the top 25 universities in the world by the *Times Higher Education-QS World University rankings*.

Candidates should send a letter of interest, curriculum vitae, examples of published work, and three letters of reference to:

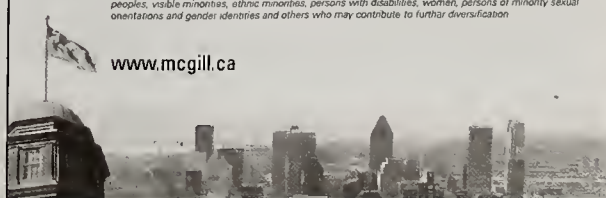
Dr. Wendy Thomson, CBE, Professor and Director
School of Social Work, McGill University
3506 University Street, 3rd Floor, Montreal, Quebec, H3A 2A7
Email: wendy.thomson@mcgill.ca

The search committee will begin reviewing applications on April 30, 2011, and will continue to do so until a suitable candidate is found.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

www.mcgill.ca



UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Chair, Department of Public Health Sciences

The School of Public Health at the University of Alberta invites nominations and applications for the position of Chair, Department of Public Health Sciences. In particular, the School seeks an innovative academic leader who has the creativity and the vision to take the Department to new levels of achievement.

The School, created in 2006, is Canada's first stand-alone Faculty in Public Health and works collaboratively inside and outside the University to build connections between public health research, policy and practice at provincial, national, and international levels. It is committed to becoming the first School of Public Health in Canada to be accredited by the Council on Education in Public Health by 2012. The University of Alberta in Edmonton is one of the top 100 teaching and research universities in the world. Founded over a century ago, the University has an annual budget in excess of \$1 billion and attracts over \$500 million in external research funding. Its 18 Faculties offer almost 400 undergraduate and graduate programs.

The Department, which is part of the School of Public Health, is committed to training and research in epidemiology, biostatistics, health policy and management, environmental health sciences, and global health with an emphasis on community engagement. The Department has 28 faculty members and offers three graduate programs in several disciplines: a course-based MPH, a thesis-based MSc, and a PhD. Almost 800 students have graduated from the Department since it was formed fifty years ago. Current research interests of Department faculty include health technology assessment, diabetes treatment outcomes, healthy weights in school children and maternal health in Pakistan. External research funding has averaged \$6 million annually. For additional information please go to the School website at www.publichealth.ualberta.ca.

The Chair, who reports to the Dean of the School of Public Health, will provide strategic and innovative leadership to the Department that will enhance its programs in research, graduate education and community engagement, both nationally and internationally. The Chair will promote interdisciplinary collaboration in the Department, the School and the University, and be instrumental in developing external relationships and community networking and engagement. The successful candidate will be eligible for a tenured senior academic appointment; will have a graduate degree or higher in a related field as well as substantial experience and a significant reputation in the field of public health; and will possess a wide range of skills and experience including proven leadership abilities, strong academic credentials or clear linkages with the academic community, a distinguished record in university teaching and research, and a sustained record of leveraging funds in the field.

The competition will remain open until the position is filled; the earliest date of appointment is July 1, 2011. Written nominations, applications, or expressions of interest for the position should be submitted in confidence to the address shown below.

To apply online visit www.careers.ualberta.ca/Competition/A109813403

Roberta Zopf
School of Public Health
5-10 University Terrace
8303 112 Street
Edmonton, Alberta, Canada
T6G 2T4
chair.search@sph.ualberta.ca
Fax: (780) 492-9579

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



CAREERS CARRIÈRES

of teaching and supervision. Applicants must have a completed PhD in Communication Studies or a cognate discipline by the time of the appointment. Applicants must submit a cover letter, curriculum vitae, sample syllabi, official teaching evaluations, two samples of publications, and the names, addresses,

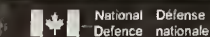
telephone numbers and email addresses of three academic references to Dr. Andrew Herman, Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Applications must be received in the Communication Studies Office by March 22,

2011. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candi-

dates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups may self identify to be considered for employment equity. Candidates may self identify, in confidence, to the Dean of the Faculty of Arts, Dr. Michael Carroll (mcarroll@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page.php?pp_id=2465&pp=10545.

■ **COMMUNICATION STUDIES (Critical Television Studies/Critical Advertising Studies)** – Wilfrid Laurier University. The Department of Communication Studies invites applications

for a tenure-track appointment at the rank of Assistant Professor, to begin July 1, 2011, and subject to budgetary approval. We are seeking a communication studies scholar whose research focuses on critical television studies and/or critical advertising studies, and whose expertise in these media fields aligns with global communication theories and methodologies. The preferred candidates will have a strong research record and a demonstrated record of excellence in teaching, especially at the undergraduate level. Candidates will be expected to teach CS312, Mass Communication in Canada, and two or more of the following courses: CS310 Globalization and Communication; CS312 Image, Sound, Text; CS341 Critical Advertising Studies; CS351 Visual Communication and Culture; and CS352 Television Studies. Candidates will also be expected to contribute to our existing undergraduate and graduate programs in terms of teaching and supervision. Applicants must have a completed PhD in Communication Studies or a cognate discipline by the time of the appointment. Applicants must submit a cover letter, curriculum vitae, sample syllabi, official teaching evaluations, two samples of publications, and the names, addresses, telephone numbers and email addresses of three academic references to Dr. Andrew Herman, Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Applications must be received in the Communication Studies Office by March 22, 2011. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups may self identify to be considered for employment equity. Candidates may self identify, in confidence, to the Dean of the Faculty of Arts, Dr. Michael Carroll (mcarroll@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page.php?pp_id=2465&pp=10545.



Part-Time DL Teaching and Supervision Opportunities

Department of Defence Studies
Royal Military College of Canada

The Department of Defence Studies of the Royal Military College of Canada, located in Toronto at the Canadian Forces College, invites applications for part-time QJ instructors and project supervisors in support of the Canadian Forces Joint Command and Staff Programme. The subjects to be taught in both French and English, include: leadership and ethics, command and management, military science, and operational planning. For information about these courses, please visit: www.cfc.forces.gc.ca/248-eng.html

Applicants who have PhDs, Masters degrees or extensive professional experience in any of the following degree areas, especially those who have significant experience directing and teaching professional military education, will be considered. political science, social sciences, behavioural sciences, political or economic history, war studies, military and strategic studies, defence studies, economics, and management.

While part-time employees are preferred, engagement on personal services compensation is possible. The salary/compensation range is from \$3,500 to \$10,000 for each one-term course.

See www.rmcc.forces.gc.ca/perlemp/index-eng.asp for application procedures.



Opportunit  s    temps partiel d'enseignement AD et de supervision

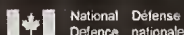
D  partement des   tudes de la d  fense
Coll  ge militaire royal du Canada

Le D  partement des   tudes de la d  fense du Coll  ge militaire royal du Canada, au Coll  ge des Forces canadiennes    Toronto, invite les candidatures pour des instructeurs    temps partiel pour des cours    distance et la supervision des projets du Programme de commandement et d'  tat-major. Les cours    enseigner en fran  ais et en anglais incluent : le leadership et l'  thique, le commandement et la gestion, les sciences militaires et la planification op  ratoire. Pour de plus amples informations concernant ces cours, veuillez visiter : www.cfc.forces.gc.ca/248-fra.html

Les candidats ayant un doctorat, une ma  trise ou beaucoup d'exp  rience professionnelle dans un des domaines suivants, id  alement de l'exp  rience comme dirigeant et instructeur en   ducation militaire professionnelle, seront consid  r  s : les sciences politiques, les sciences sociales, les sciences du comportement, l'histoire politique et   conomique, les   tudes de la d  fense, les   tudes de la conduite de la guerre, les   tudes militaires et strat  giques, l'  conomie et la gestion.

Les postes seront de pr  f  rence    temps partiel ou possiblement    contrat. Le niveau salarial ou de compensation se situe normalement entre 3 500 \$ et 10 000 \$ par cours d'un semestre. Pour les informations concernant les demandes d'emploi, veuillez consulter

www.rmcc.forces.gc.ca/perlemp/index-fra.asp



Full Time Two Year Appointment

Department of Defence Studies
Royal Military College of Canada

The Royal Military College of Canada (RMCC), a co-educational and bilingual university, invites applications for a full-time two-year-long appointment at the Assistant Professor or higher level. The RMCC Department of Defence Studies is located in Toronto at the Canadian Forces College, a military staff college.

The required qualifications are: a PhD with a concentration in Security and Defence Studies, acceptable graduate-level teaching experience, an acceptable research programme, and a strong record of publications. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. The Canadian Information Centre for International Credentials at www.cicic.ca should be consulted.

The successful candidate will teach in English, will participate in the development and supervision of graduate students, and must maintain an active research program that is compatible with the research interests of the Department of Defence Studies.

The expected start date for the appointment is July 4, 2011. The salary level will be appropriate to the qualifications and experience of the successful applicant.

Interested candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, samples of publications, and the names and contact details of three references to:

Deanna Keenan - Human Resources Assistant
Process Number: 11-DND-EA-KGSTN-349074
Royal Military College of Canada
P.O. Box 17000, Stn Forces
Kingston, ON, K7K 7B4
Email: resume.kingston@forces.gc.ca

The closing date for applications is March 31, 2011.



Poste    temps plein d'une dur  e de deux ans

D  partement des   tudes de la d  fense
Coll  ge militaire royal du Canada

Le Coll  ge militaire royal du Canada (CMRC),   tablissement interdisciplinaire et universit   bilingue, invite les personnes int  ress  es    soumettre leur candidature pour un poste    temps plein d'une dur  e de deux ans comme professeur adjoint ou    un niveau sup  rieur appropri  . Le D  partement des   tudes de la d  fense du CMRC se trouve    Toronto au Coll  ge des Forces canadiennes, un   tablissement d'  ducation militaire.

Les candidats doivent satisfaire aux exigences suivantes : d  tenir un doctorat avec concentration en   tudes de la s  curit   et de la d  fense et avoir de l'exp  rience acceptable en enseignement au niveau des cycles sup  rieurs, un programme de recherche acceptable ainsi qu'un bon dossier de publications. Les candidats avec dipl  mes d'un   tablissement d'enseignement   tranger devront fournir une preuve d'  quivalence canadienne. Pour se faire, consulter le Centre d'information canadien sur les dipl  mes internationaux au : www.cicic.ca

Le candidat s  lectionn   enseignera en anglais au niveau des cycles sup  rieurs dans un coll  ge d'  tat-major militaire et participera au d  veloppement et    la supervision de stagiaires des cycles sup  rieurs dans un environnement interdisciplinaire. De plus, il devra maintenir un programme de recherche actif compatible avec les domaines d'int  r  ts actuels en mati  re de recherche au sein du D  partement des   tudes de la d  fense.

La date anticip  e d'entr  e en fonction est le 4 juillet 2011. Le niveau de salaire sera attribu   selon les qualifications et l'exp  rience du candidat s  lectionn  .

Les personnes int  ress  es doivent faire parvenir leur curriculum vitae, une preuve de leur capacit      enseigner, un sommaire de leurs int  r  ts de recherche, des   chantillons de leurs publications et les noms et coordonn  es de trois r  f  rences    l'adresse suivante :

Deanna Keenan - Adjointe en ressources humaines
Num  ro du processus : 11-DND-EA-KGSTN-349074
Coll  ge militaire royal du Canada
C.P. 17000, succ. Forces
Kingston (Ontario) K7K 7B4
Courriel : resume.kingston@forces.gc.ca

La p  riode de candidatures prend fin le 31 mars 2011.

Canada

■ **COMPUTER SCIENCE** – Dalhousie University. Dalhousie University (<http://www.dal.ca>) invites applications for a limited term (three-year) position at the Assistant Professor level in the Faculty of Computer Science (<http://www.cs.dal.ca>) which currently has 23 faculty members, approximately 300 undergraduate majors and 214 master's and doctoral students. The Faculty also partners with other Faculties in the University to offer the Master of Electronic Commerce, Master of Health Informatics and Master of Science in Bioinformatics programs, and is an active participant in the Interdisciplinary PhD program, Dalhousie University is located in Halifax, Nova Scotia (<http://www.halifaxns.com/>), which is the largest city in Atlantic Canada and affords its residents outstanding quality of life. The Faculty welcomes applications from outstanding candidates in all areas of Computer Science. In our choice of candidates we will take into account our programs, research and strategic directions. An applicant should have a PhD in Computer Science or related area and be able to contribute teaching any core computer science course. Evidence of a strong commitment to and aptitude for research and teaching is essential. Applications should include a cover letter, curriculum vitae, a statement of research and teaching interests, sample publications, and the names, addresses, telephone numbers and email addresses of three referees. The application can include the voluntary Equity Self-Identification form (see <http://www.dal.ca/Equity/Forms/EquitySelfIDForm.pdf>). All documents are to be submitted to the email address below as PDF. Word or Postscript files. Applicants should provide their references with the URL of this advertisement (see below), and request that they forward letters of reference by email to the same address. Applications must be received by April 30, 2011. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Atypical Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Submission Address for application documents and reference letters: appointments@dal.ca. Location of this advertisement: <http://www.cs.dal.ca/SelfIdentificationForm.pdf>; <http://www.dal.ca/Equity/Forms/EquitySelfIDForm.pdf>; 02.pdf. Self-identification form (Word): <http://www.dal.ca/Equity/Forms/EquitySelfIDForm.pdf>.

■ **CONTEMPORARY STUDIES** – Wilfrid Laurier University. The Brantford campus of Wilfrid Laurier University invites applications for a tenure-track appointment at the assistant professor level in Interdisciplinary Methodologies for the Contemporary Studies program, which will commence July 1, 2011. A doctorate degree – either in hand or near completion – in a relevant discipline in the social sciences or humanities is required. Evidence of successful teaching and a demonstrated research record in the field are also essential. The successful candidate will demonstrate an ongoing research interest in creative approaches to complex social and cultural issues. The individual's primary teaching responsibility will be CO-200 Contemporary Studies Methodology. This required course in Contemporary Studies (see http://www.wlu.ca/page.php?pp_id=275&pp=11371) is writing intensive. Its purpose is to: a) improve students' ability to write and analyze from their perspectives, contents and limits. The successful candidate will also be given the opportunity to champion alternative pedagogies including Inquiry Based Learning; the creative deployment of various learning technologies; Community Service Learning and living/learning environments. Applicants are required to send an application package, including a 1-2 page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Celina Toller-Trevors, Assistant to the Coordinator of Contemporary Studies, 73 George Street, Brantford, ON, N3T 2Y3. E-mail applications will not be accepted. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified individuals, including persons of all genders and sexual orientations, persons

Canada

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with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Brantford Campus, Dr. Bruce Aral. Further information on the equity policy can be found at: https://www.wlu.ca/pages.php?grp_id=2465&pg=12545. The deadline for applications is Friday April 1, 2011.

CRIMINOLOGY (TENURE-TRACK) – Wilfrid Laurier University, Wilfrid Laurier University's Brantford campus invites applications for a tenure-track appointment in Criminology at the rank of Assistant Professor, subject to final budgetary approval. This appointment is to commence July 1, 2011. Wilfrid Laurier is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. The campus offers both an honour program in Criminology and a new Master of Arts in Criminology. The successful candidate will be expected to be able to teach both general and advanced theory courses as well as other courses in the both programs. A re-

search interest in the area of policing is also preferred. Candidates are encouraged to identify existing courses and new courses (that may be developed) that they would be qualified and willing to teach. A PhD, or near completion, is required. The discipline of the degree is open, but a PhD in criminology, sociology, psychology, or a related social science is preferred. Evidence of successful teaching and a productive program of research are essential. Applicants are required to send their application package, including cover letter, CV, sample publication, three letters of reference and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Lauren D. Elder, Chair, Criminology Hiring Committee, Wilfrid Laurier, 73 George Street, Brantford, Ontario, N3T 2Y3. E-mail applications will not be accepted; however, letters of reference from referees may be emailed to Ms. Margaret Harris (mharris@wlu.ca). Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candi-

dates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Brantford Campus, Dr. Bruce Aral. Further information on the equity policy can be found at: https://www.wlu.ca/pages.php?grp_id=2465&pg=12545. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications is March 30th, 2011.

CRIMINOLOGY & CRIMINAL JUSTICE – University of the Fraser Valley, Located in beautiful Abbotsford, British Columbia, Canada (just outside of Vancouver), the School of Criminology and Criminal Justice invites applications for one full-time faculty position to begin August 1, 2011 (subject to budgetary approval). The University of the Fraser Valley is the school of choice for 16,000 students annually pursuing more than 80 degree, diploma and certificate programs. Our commitment to teaching excellence is supported by small class sizes, support for active research and scholarship, and a friendly sup-

portive environment open to collaboration and innovation. According to the Globe and Mail's 2010 Canadian University Report, UVF is at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student ho-

lity interaction and class size. The School of Criminology and Criminal Justice has approximately 400 program students and offers a BA degree in Criminal Justice and Canada's only Master of Arts in Criminal Justice. A PhD in Criminology, Criminal Justice, or a related discipline is required. Evidence

of quality teaching and research, and a demonstrated ability to teach core curriculum at the undergraduate and graduate levels, advise and supervise students, and help fulfill a broad range of school and university commitments are also required. Preference will be given to candidates with a demon-

Peter B. Gustavson School of Business and the Centre for Asia-Pacific Initiatives University of Victoria



University of Victoria

The Peter B. Gustavson School of Business and the Centre for Asia-Pacific Initiatives invite applications for the Jarislowsky CAPI East Asia (Japan) Chair. The Chair will be at the rank of professor in the Faculty of Business. The Chair will also be a member of, and play a key role in, the Centre for Asia-Pacific Initiatives. The appointment is effective January 1st, 2012.

East Asia (including Japan) focused scholars with an established reputation in their area of expertise, an established publication record, teaching experience, fluency in an Asian language, and a network of personal and institutional contacts in East Asian Studies are encouraged to apply. The Chair should have a good understanding of and practical experience working in Japanese and East Asian cultures and environments. The Jarislowsky CAPI East Asia (Japan) Chair complements CAPI's two other chairs in Asia-Pacific Relations, namely Legal Relations and China.

The Jarislowsky CAPI Chair will be provided with 50% release time from regular teaching and administrative responsibilities. The Chair, in turn, is expected to develop and administer a CAPI program involving research, advisory and conference initiatives that attract third-party funding and connections with other universities and research institutes in Japan and elsewhere in the East Asian region.

The appointee will be expected to contribute to an already excellent working relationship between CAPI and the Faculty of Business while contributing substantially to his/her discipline, and to have a demonstrated active Asia-Pacific outreach program with a proven capacity for attracting external funding support.

The appointee will teach courses in cross-cultural Management and/or Marketing in the Faculty of Business and be expected to participate actively in graduate student supervision. He/She will work to develop a program to educate students to attain thorough knowledge, understanding and appreciation of Asian cultures, so that they can work and perform effectively in this culture. The work of the Chair will be to prepare students for the cultural aspects of their international exchanges, cross-cultural experiences and international work placements. He/She will develop and deliver courses and programs to ensure cross-cultural competence in students and will develop best practices in cross-cultural education.

Applicants should send their full academic résumé, samples of their work, details of their present research agenda, preferred teaching subjects and names and coordinates (including e-mail addresses) of three referees, to the Director, Centre for Asia-Pacific Initiatives, Rm C147, Sedgewick Building, P.O. Box 1700, STN. CSC, Victoria, BC, Canada, V8W 2Y2, or e-mail to cap@uvic.ca. Applications should be received by April 30th, 2011.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the future diversification of the University.

All qualified candidates and especially women are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.



Assistant Professor School of Architecture

We invite applications for a teaching position in architectural design. This is a full-time, tenure stream appointment as Assistant Professor. Candidates should demonstrate an ability to teach core undergraduate courses in a studio and lecture format, and to supervise graduate theses. She/he should propose a graduate studio and a graduate research seminar. For best considerations, applications should be received by **15 March 2011**, however applications will be considered until the position is filled.

Send general inquiries to the Faculty of Architecture and Planning, Dalhousie University P.O. Box 1000, 5410 Spring Garden Road, Halifax, Nova Scotia, Canada B3J 2X4 E-mail martha.barnstead@dal.ca Telephone (902) 494-3210

All are encouraged to apply; Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Alternative Action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

More information at archplan.dal.ca/positions.



Assistant Director, SLOWPOKE Nuclear Reactor Facility

The Office of the Vice-President Research is recruiting an experienced scientist who will assist the Director in the management and operation of the SLOWPOKE Reactor Facility. In this role, you will provide technical and scientific assistance in the application of the facility for research and teaching within the university, and for service to industry and the community at large. Additional responsibilities include providing analytical services to clients, developing analytical protocols and methods, ensuring safe operation and maintenance of the facility, and overseeing administrative operations including staff supervision, equipment upkeep, and preparation of client reports.

The successful candidate will have a doctorate in a field relevant to the SLOWPOKE operations such as nuclear

analytical chemistry, physics, or nuclear engineering. Demonstrated knowledge and experience in neutron activation analysis, nuclear spectroscopy, or radionuclide production is required. Preference will be given to candidates who have experience and/or training in laboratory management, nuclear facility regulatory issues, radiation safety, chemical safety, and the transportation of dangerous goods. A security clearance check will be required.

Interested applicants are asked to submit a cover letter, curriculum vitae and a list of three references by March 31, 2011, however, the competition will remain open until filled.

For more information and how to apply, visit: <http://www.careers.ualberta.ca/Competition/A109210413D1>

www.careers.ualberta.ca



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Aboriginal Studies Education Tenure-Track Position



The Faculty of Education at the University of Lethbridge seeks to fill a tenure-track position in Aboriginal Studies Education at the rank of Assistant or Associate Professor.

The appointment carries the following key expectations:

- Fluency with current theories and practices in areas of expertise
- Engagement in scholarly or creative work
- Contribution to the undergraduate program, including teaching undergraduate courses and supervising pre-service practicum students
- Contribution to the graduate program, including teaching of graduate courses and supervising graduate student research

Qualifications include a doctoral degree completed or near completion in Aboriginal Studies Education or equivalent; a minimum of two years successful K-12 classroom teaching experience; eligibility for teacher certification in Alberta (B.Ed. or equivalent); a broad background in the integration of FNMI content across subjects and grade levels; and an ability to work closely with FNMI communities and schools. Knowledge of Blackfoot history, culture and language is desirable. Likewise, the candidate will demonstrate exemplary teaching skills, a strong commitment to research and publication, and the ability to develop and maintain relationships with school systems. Applicants are encouraged to indicate other areas of expertise relevant to teaching and research in education. The ability to integrate communications technology into the teaching and research repertoire will likewise strengthen applications for this position.

Academic Setting: Lethbridge is one of the warmest and sunniest cities in Canada with almost 2,400 hours of sunshine per year. Located in southern Alberta, Lethbridge is two hours south of Calgary and one and a half hours north of Montana, centrally located among the four Blackfoot-speaking nations. With a population exceeding 85,000 and close proximity to Banff National Park and Waterton Lakes National Park, it is an excellent place to live and work that offers a wide range of recreational and cultural facilities.

Applications, which must be accompanied by a curriculum vitae and the names of three references, should be sent to Dr. Craig Loewen, Interim Dean, Faculty of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Electronic applications are welcomed and may be sent to darcy.mckenna@uleth.ca. Applicants are encouraged to apply early as the first review of applications will be conducted in mid-March 2011. For further information about the Faculty of Education visit our website at <http://www.uleth.ca/education>.

Employment Equity: This position is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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strated expertise in Crime Prevention and/or Aboriginal/multi-cultural issues. Candidates should submit curriculum vitae, statement of teaching philosophy, research agenda, official transcripts of all graduate level work, and three letters of reference. Applications, closing Re-Posting 2010-2011, should be sent to: Employee Services, University of the Fraser Valley, 33644 King Road, Abbotsford, BC, Canada, V2S 7M8. Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.uv.ca; Email resumes to: empl@uv.ca. The

Selection Advisory Committee will begin reviewing applications on April 1, 2011. However, the position will remain open until filled. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. In an effort to be both environmentally and locally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

ENGLISH – University of British Columbia Okanagan. The Department of Critical Studies at the University of British Columbia's Okanagan Campus invites applications for an instructor to teach undergraduate courses within the English program. This will be a tenure-track appointment at the rank of instructor and will begin July 1, 2011. Candidates should have a completed PhD in English and at least three years of full-time, relevant university teaching experience. Candidates should be able to demonstrate their commitment to and expertise in teaching through the evidence of teaching awards and/or other marks of distinction in instruction, through evidence of professional development in teaching, and through evidence of experience in teaching a variety of undergraduate English courses. This instructional position will be intensively dedicated to teaching first- and second-year courses in the English program, including English 112 (Strategies for University Writing). The successful candidate will be expected to bring innovation to such teaching and will be asked to help with the training of Teaching Assistants. The successful candidate will also be expected to perform departmental and institutional services. This position will not include a research component as part of workload. The English program at UBC's Okanagan campus, with 18 faculty members, is housed in the vibrant Faculty of Creative and Critical Studies. The Department of Critical Studies offers both discipline-based and interdisciplinary programs at the undergraduate and graduate level, including programs in Art History and Visual Culture, Cultural Studies, English, French, and Spanish, along with courses in Japanese, German, and Ancient Languages. The collegial learning environment focuses on effective teaching, the integration of research, and a commitment to developing a locally involved and globally aware community. Candidates are asked to submit a letter of application, a complete curriculum vitae, a teaching dossier (including a statement of teaching philosophy, evidence of professional development in teaching, copies of teaching evaluations, sample course outlines, and evidence of student achievement), and the names of three referees to: Robert Eggleston, Acting Head, Department of Critical Studies at the following address only: recruitment.fccs@ubc.ca. Candidates

are also responsible for ensuring that letters from the three referees are sent directly to the same address. Applications will be reviewed starting April 1, 2011. UBC hires on the basis of merit and, being strongly committed to diversity within its community, especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the diversification of ideas. However, Canadians and permanent residents of Canada will be given priority. This appointment is subject to budgetary approval.

ENGLISH (MODERNISM) – University of British Columbia Okanagan. The Department of Critical Studies at the University of British Columbia's Okanagan campus invites applications for a tenure-track position in support of our English Program. In the area of Modernism, the appointment will be at the level of Assistant Professor and will begin on July 1, 2011. Candidates must have a PhD, an active research profile, and evidence of teaching experience. The successful candidate will be offered a wide range of teaching experiences within the English program, including introductory English courses, survey courses, as well as upper division and graduate courses in the area of specialization. The successful candidate will be expected to conduct and disseminate research in the area of specialization and to engage with the interdisciplinary nature of the Department of Critical Studies. Applicants with interdisciplinary strengths suitable to our other programs and disciplines are especially encouraged to apply. The English program at UBC's Okanagan campus, with 18 faculty members, is housed in the vibrant Faculty of Creative and Critical Studies. The Department of Critical Studies offers both discipline-based and interdisciplinary programs at the undergraduate and graduate level, including programs in Art History, Cultural Studies, English, French, and Spanish, along with courses in

Japanese, German, and Ancient Languages. The collegial learning environment focuses on effective teaching, the integration of research, and a commitment to developing a locally involved and globally aware community. Candidates are asked to submit a letter of application, complete curriculum vitae, statement of teaching philosophy, research plan, and the names of three referees to: Robert Eggleston, Acting Head, Department of Critical Studies at the following address only: recruitment.fccs@ubc.ca. Candidates are responsible for ensuring that letters from the three referees are sent directly to the same address. Applications will be reviewed starting April 1, 2011. UBC hires on the basis of merit and, being strongly committed to diversity within its community, especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the diversification of ideas. However, Canadians and permanent residents of Canada will be given priority. This appointment is subject to budgetary approval.

ETHNOMUSICOLOGY – University of British Columbia. The School of Music at the University of British Columbia wishes to appoint a dynamic Ethnomusicologist to a three-year term appointment at the rank of Assistant Professor Without Review. The position starts July 1, 2011 and is subject to budgetary approval. Salary will be commensurate with qualifications and experience. We seek an accomplished, ambitious world music scholar and a dedicated teacher who can lead an African Music and Dance performing ensemble, teach upper-level undergraduate courses, and supervise students in ethnomusicology, and offer courses in African Studies in the Faculty of Arts. The successful candidate will work closely with diverse students and colleagues, and participate actively in the School of Music, Faculty of Arts, university, and surrounding community. Can-



Neurology, Movement Disorder Specialist

The Department of Medicine is inviting applications for a new divisional member at the level of Assistant Professor, Associate Professor or Professor, depending on qualifications.

The Department of Medicine at the University of Alberta, in partnership with Alberta Health Services, represents one of Canada's leading academic health sciences centres and is recognized nationally and internationally for combined leadership in research, education and clinical services. For more information about the Department and its divisions, please visit: www.medicine.med.ualberta.ca.

The University of Alberta has been ranked amongst the top 100 teaching and research universities in the world serving over 37,000 students with more than 15,000 faculty and staff. The university has an annual budget in excess of \$1 billion and attracts significant external research funding. The Faculty of Medicine & Dentistry is one of Canada's premier health-education institutions and has been internationally recognized as among the world's top 50 medical schools.

The Division of Neurology supports a wide range of outpatient clinics and related diagnostic and therapeutic services to help patients suffering from headaches, stroke and cerebrovascular disease, epilepsy, Multiple Sclerosis, Amyotrophic Lateral Sclerosis, Alzheimer's disease, neuromuscular disease and movement disorders. While services are delivered primarily within the Edmonton area, physicians work closely with community

health professionals throughout Northern Alberta, British Columbia, Saskatchewan, and the Northwest Territories.

The Division of Neurology is recruiting for a talented individual with expertise as a Movement Disorders Specialist. The successful candidate will provide clinical care to patients with movement disorders such as Parkinson disease, Huntington's disease, and Dystonia. This is an academic position and the successful candidate will be expected to dedicate approximately 40% of his or her time to research.

Interested applicants must hold an MD or equivalent, be eligible for licensure to practice medicine as a specialist neurologist in Alberta and have a fellowship in the Royal College of Physician and Surgeons of Canada or equivalent. The successful candidate will be appointed to either a tenured or tenure-track position, depending on qualifications and experience. Remuneration for this position will be commensurate with qualifications and experience and will be based on the income scale of a competitive and highly successful alternate funding plan.

Applications must include curriculum vitae, a letter of application and the names and addresses of three referees. The competition will remain open until the position is filled.

Interested applicants may apply online at: <http://www.careers.ualberta.ca/Competition/A100613595>



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta and Alberta Health Services hire on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

University of Regina

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS

Tenure-Track Position

In the area of Political Science (1)

Term Positions

In the areas of International Languages (Chinese) (1), Women's & Gender Studies (1), and Geography (1)

FACULTY OF EDUCATION

Tenure-Track Position

In the areas of Arts Education (Drama Education) (1)

FACULTY OF ENGINEERING & APPLIED SCIENCE

Tenure-Track Positions

In the areas of Petroleum Systems Engineering (2) and Process Systems Engineering (1)

Term Lecturer Position

In the area of Petroleum Systems Engineering (1)

FACULTY OF SCIENCE

Tenure-Track Positions

In the areas of Biology (1) and Chemistry & Biochemistry (1)

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative work force and qualified diversity group members are encouraged to self-identify on their applications.

University
of Regina

University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
www.uregina.ca

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Joint Faculty Position in Theoretical Astroparticle Physics

DEPARTMENT OF PHYSICS AND ASTRONOMY,
YORK UNIVERSITY AND
PERIMETER INSTITUTE FOR THEORETICAL PHYSICS

The Department of Physics and Astronomy at York University in Toronto and the nearby Perimeter Institute for Theoretical Physics invite applications for a joint appointment in the field of theoretical astroparticle physics, to commence July 1, 2011 at the earliest. This is a tenure-track faculty position at York, in combination with Associate Membership at the Perimeter Institute. Rank will be commensurate with qualifications and experience; exceptional senior applicants may be considered. The appointee will be expected to spend significant amounts of time at both locations, and will have a correspondingly reduced teaching load.

The Department and the Institute are seeking a highly qualified candidate with an outstanding record in research at interfaces between astronomy and high-energy physics, such as matter-antimatter asymmetry, dark matter, dark energy, the early universe, cosmology, or cosmic evolution. Particularly, the Department seeks an individual capable of promoting interactions between particle physics and astronomy communities. The successful candidate will be expected to develop a strong, externally-funded research program and to contribute to physics and astronomy education at both undergraduate and graduate levels. The successful candidate must have a PhD along with suitable postdoctoral experience.

The Department of Physics and Astronomy has strong research groups in both astronomy and high-energy physics. Astronomical research includes active galactic nuclei, the evolution of galaxies and their constituents, cosmic structure, and galaxy formation. Research looks in high-energy physics include lattice gauge theory, QCD, neutrinos, heavy quarks, and physics beyond the Standard Model. Astronomers regularly undertake observations with facilities such as the Gemini Observatories, the Canada-France-Hawaii Telescope, and VLBI, and particle physicists are involved in high-energy experiments at CERN, Fermilab, and J-PARC. Further information about the Department and the University can be found at www.physics.yorku.ca. Information about the Perimeter Institute is available at www.perimeterinstitute.ca. All York University positions are subject to budgetary approval.

To guarantee full consideration, applications should be submitted before April 7, 2011. Applicants should forward a curriculum vitae, a summary of seminal research contributions, and an outline of research plans, and arrange for three letters of recommendation to be sent on their behalf. Applications and letters should be submitted electronically to phas@yorku.ca at York University.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs, or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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CAREERS CARRIÈRES

Assistant Professor in Mining Engineering

CIVIL ENGINEERING
University of Toronto

The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment to this position will be made 1 July 2011, or as soon as possible thereafter. Candidates are sought with a strong background in mining engineering.

The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research and candidates must be able to display evidence of excellence in teaching and research. The successful candidate will be associated with the Lassonde Institute and the Lassonde Mineral Engineering Program.

The Lassonde Institute promotes and facilitates cross-disciplinary research related to challenges facing the mineral and energy sectors. Construction is currently in progress for the new home of the Lassonde Institute, a \$20-million mining innovation centre to be completed by the Spring of 2011. The Lassonde Mineral Engineering Program is an interfacial and interdisciplinary undergraduate course of study offered by the Department of Civil Engineering that crosses traditional barriers in university education. Graduates gain a diversified education in the areas of mining, geology, and other relevant applied science and engineering that makes them highly sought by industry, consulting and research establishments.

The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate courses in the Lassonde Mineral Engineering Program. Candidates capable of contributing to the teaching of mine feasibility studies, and together with surface and underground mine planning and design, will give particular consideration. The successful candidate will teach at the graduate level in their area of expertise.

Candidates should hold a doctoral degree and must be eligible for registration as a Professional Engineer in Ontario. Salary will be commensurate with qualifications and experience.

All interested parties are encouraged to apply on-line at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please send your application to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB107, Toronto, Ontario, M5S 1A4.

Application should include a detailed curriculum vitae (including publications and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least four professional and character referees. The closing date for receipt of applications is March 14, 2011.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

you from the Program's main research and education building through the Saint John campus of UNB, past the health sciences training facility of the New Brunswick Community College, to a large tertiary care teaching hospital which is home to the NB Heart Centre (www.ahsc.health.nb.ca/Programs/NBMHC/). Saint John is a port city located on the magnificent Bay of Fundy, with a greater metropolitan population of 120,000 (www.tourismstjohn.org). Successful applicants will be appointed to the appropriate department within the Faculty of Medicine at Dalhousie University (www.medicine.dal.ca) based in Halifax, Nova Scotia, that will provide support to you in Saint John. You will also have an appointment at the University of New Brunswick (www.unb.ca), with opportunities to engage in undergraduate and graduate programs on campus. Applicants from all basic science disciplines are invited to apply, including (but not limited to) biochemistry, molecular/cell biology, genetics, anatomy/developmental biology, pharmacology, immunology and physiology. Cardiovascular diseases of interest could include (but are not limited to) atherosclerosis, ischemia, acute coronary syndromes, fibrillations, valvular heart disease, cardiomyopathy, heart failure, arrhythmia and hypertension. Applicants must have a PhD or equivalent and significant postdoctoral experience. Successful applicants will be chosen based on their individual attributes including demonstrated potential to conduct independent biomedical research and to teach at the undergraduate and graduate levels. The selection process will also emphasize how the candidate's strengths and interests will fit into a cohesive research group, with strong links to the

clinical cardiovascular team at the NB Heart Centre and to researchers at both the University of New Brunswick (UNB) and the Halifax campus of Dalhousie University Faculty of Medicine, applications received by March 15, 2011 or until the position is filled. Please send a curriculum vitae, a two-page description of your proposed research program, a brief statement of teaching philosophy and arrange to have 3 letters of reference (2 of which must be academic) sent under separate cover directly to: 15,000 students annual (6024), Assistant Dean Research, Dalhousie Medicine New Brunswick, c/o Ms. Holly Sherman, PO Box 5050, 150 Tucker Park Road, Saint John, NB, Canada, E2L 4L5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

P

PHYSICS – University of the Fraser Valley. The University of the Fraser Valley is the school of choice for 15,000 students annually pursuing more than 80 degree, diploma and certificate programs. We are committed to teaching excellence. Our focus is on academic excellence in small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality education, and teaching, and an A+ student faculty interaction and class size. The Department of Physics at the University of the Fraser Valley is looking for a full-time faculty position, to commence August 1, 2011, or soon thereafter (subject to budgetary approval). We are seeking enthusiastic individuals who have an outstanding ability to teach and communicate effectively with undergraduate students, are able to instruct across a broad range of the undergraduate physics or engineering curriculum, and can develop new and innovative programs and courses. We are primarily a teaching-oriented university and department but the successful candidate will also be expected to maintain a research program or Engineering or in another closely related discipline, demonstrate teaching excellence of an undergraduate level, have effective communication skills, and have the ability to teach across a broad range of the undergraduate physics and/or engineering curriculum. An active research program, such as one that could be connected to TRIUMF or one that is linked to the Fraser Valley, is an asset. Shortlisted applicants may be required to undergo a criminal record check. Candidates should submit curriculum vitae, evidence of teaching excellence (student evaluations, if available), evidence of relevant teaching philosophy including examples of innovative approaches to teaching and course design, a one-page statement of proposed research program, and three letters of reference. Applications, including Postings 2011, should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ufrv.ca; Email resumes to: erinfo@ufrv.ca. The Selection Advisory Committee will begin reviewing applications on February 28, 2011. However, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

PSYCHOLOGY – Bishop University. The Department of Psychology at Bishop's University (Sherbrooke, Quebec) is seeking applications for a tenure-track position in Health Psychology starting July 1, 2011, conditional on final budgetary approval. Applications are welcome from all areas of Health Psychology but a research agenda focusing on health promoting behaviors that might include sports, physical activity and/or nutrition is a definite asset. Candidates should have a proven track record of high-level publications and thus potential to attract external funding. The demonstrated ability to provide high-quality teaching on a variety of topics at the undergraduate level is essential. Experience teaching and supervising graduate students is preferable as the candidate will be expected to be involved in the establishment and development of a graduate program in Health Psychology at Bishop's University. Bilingualism, although not essential, is an asset. Applicants should provide a letter of intent, a current curriculum vitae, a statement of research achievements and future objectives, evidence of research effectiveness and at least two letters of reference to: Benoît-Armande Bacon, Ph.D., Chair, Department of Psychology, Bishop's University, 2600 College Street, Sherbrooke, QC J1M 1Z7. Applications will be reviewed starting March 1st 2011 and will be accepted until the position is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply. Bishop's University is committed to employment equity and encourages applications from women, Aboriginal people, people with disabilities and visible minorities.

PUBLIC HEALTH – University of British Columbia. Applications are invited for a position in the School of Population and Public Health at The University of British Columbia at the rank of Assistant or Associate Professor, Tenure Track. The successful candidate will participate in the teaching programs and core activities of the School of Population and Public Health that include undergraduate medical education, five graduate degree programs (MHA, MSc, MPH, MSc, PhD, and a Royal College residency program in Community Medicine). The successful candidate will also be expected to maintain an active, well-funded research program and to participate actively in the core administrative functions of the School that includes a leadership role



National Defense
Défense nationale



Tenure Track Position

Poste menant à la permanence

DEPARTMENT OF BUSINESS ADMINISTRATION
ROYAL MILITARY COLLEGE OF CANADA

DÉPARTEMENT D'ADMINISTRATION DES AFFAIRES
COLLÈGE MILITAIRE ROYAL DU CANADA

The Royal Military College of Canada invites applications to the Department of Business Administration for a tenure-track bilingual position at the level of Assistant Professor or Associate Professor.

Le Collège militaire royal du Canada est à la recherche de candidats pour un poste menant à la permanence, soit celui de professeur adjoint ou de professeur agrégé au Département de l'administration des affaires.

Candidates must be able to teach courses at the undergraduate and graduate level in three of the following areas: business policy, project management, operations management, supply chain management, entrepreneurship, marketing, statistics, quantitative methods and management information systems. Experience in supervision of student projects and theses, experience teaching distance courses, a demonstration of research papers published in refereed journals, experience presenting papers at academic conferences and experience with university administration are factors that may be considered in selection.

Les candidats doivent être en mesure de donner des cours au niveau du premier cycle et aux cycles supérieurs dans trois des domaines suivants : politique de l'entreprise, gestion de projet, gestion opérationnelle, gestion de la chaîne de sous-traitance, entrepreneuriat, marketing, statistiques, méthodes quantitatives et système d'information de gestion. Les critères suivants seront pris en compte : expérience en supervision de projets et de thèses des étudiants, expérience de l'enseignement à distance, démonstration de travaux de recherche publiés dans des revues à comité de lecture, expérience de la présentation de travaux lors de conférences universitaires et expérience de l'administration universitaire.

The required qualifications are a PhD or its equivalent in Management/Business Administration (DBA), an ability to teach in several areas of Management/Business Administration as listed above and a demonstrable record of research activity and scholarship in one of the listed areas. All-but-dissertation candidates who are close to completion will be considered.

Les candidats doivent détenir un doctorat en gestion ou en administration des affaires (DBA), ou l'équivalent, être en mesure d'enseigner dans plusieurs des domaines de la gestion ou de l'administration des affaires énumérés ci-haut, et fournir une liste de leurs activités de recherches dans un des domaines indiqués, avec preuve sur demande. Les candidats qui sont sur le point de déposer leur thèse seront considérés si toutes les autres exigences menant à l'obtention du diplôme sont remplies.

This position is bilingual.

Ce poste est bilingue.

Starting salary and rank will be in accordance with experience and qualifications. The expected start date is July 4, 2011.

Le salaire initial et l'échelon seront établis en fonction de l'expérience et des compétences. La date anticipée d'entrée en fonction est le 4 juillet 2011.

Interested candidates can find application details at www.rmcc.forces.gc.ca/per/emp/index-eng.asp

Les candidats intéressés peuvent consulter www.cmrc.forces.gc.ca/per/emp/index-fra.asp

Applications will be accepted until midnight (PST) on March 31, 2011.

La date limite d'acceptation des candidatures est fixée au 31 mars 2011 à minuit (HNP).

Canada

CAREERS CARRIÈRES

In the MHA program. Applicants should hold a PhD degree or an MD with post-graduate degree in epidemiology, public health or a related field. Applicants will be judged based on evidence of research and teaching excellence. Priority will be given to those applicants who hold or who have the potential to hold competitive career research salary awards, who provide the best fit with the School's core mandate and mission, and who can excel at teaching MHA modules and other courses within the School. Salary is commensurate with qualifications and experience. The anticipated start date is July 1, 2011, or upon a date to be mutually agreed. Applications, including curriculum vitae, teaching dossier, representative publications and the names of four referees should be sent to: Dr. Carolyn Getay, Professor and Interim Director, c/o Virginia Anthony, School of Population and Public Health, 2706 East Mall, Vancouver, BC V6T 1Z3. Email submissions: virginia.anthony@ubc.ca. Closing date: March 31, 2011. The University of British Columbia is Canada's third largest university and consistently ranks among the 35 best universities in the world. Primarily situated in Vancouver, UBC is a research-intensive university and has an economic impact of \$4 billion to the provincial economy. The Faculty of Medicine at UBC, together with its partners including B.C.'s Health Authorities, provides innovative programs in the areas of health and life sciences through a province-wide delivery model. The Faculty teaches students at the undergraduate, graduate and post-graduate levels and generates more than \$240 million in research funding each year, throughout the province. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity and others who may contribute to the further diversification of ideas. However, Canadian and permanent residents of Canada will be given priority.

W

WOMEN & GENDER STUDIES – Wilfrid Laurier University. The Women and Gender Studies Program invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2011, subject to final budgetary approval. We are interested in applicants whose research is in the field of sexuality studies. An interdisciplinary field of study, sexuality studies understands sexualities as sociohistorical constructions which intersect with factors such as gender, class, race, ethnicity, nationality, age, ability, health and religion. Studies of sexuality are approached from a variety of disciplines and considerations, including historical, geographic, political, and cultural ones. Among the field's central foci include the examination of lesbian, gay, bisexual, transgendered, transsexual, intersexed, heterosexual, and heteronormative identities and cultures in terms of hierarchies, resistances, communities, and their organization. Sexuality studies is a crucial component of Women and Gender Studies Programs and it is an area that our program seeks to consolidate. The candidate's work in sexuality studies would be located at the conjunction of (and would have a strong background in) both feminist theory and queer theory and their work would pay particular attention to one or more of the following areas: transnationalism, masculinity studies, health and medicine, and/or law. Preference will be given to candidates with a completed PhD, a strong research record and a demonstrated record of excellence in teaching, especially at the undergraduate level. The successful applicant will be expected to teach the large introduction to Women and Gender Studies course along with other courses, including the development of senior courses in their areas of study. Applicants should forward a hard copy of their cover letter, curriculum vitae, sample publications, teaching dossier (course evaluations and outlines, etc.), and the names and email addresses of three professional referees, to: Ms. Faith McCord, Senior Administrative Assistant to the Women and Gender Studies Program by March 21, 2011. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of Arts, Dr. Michael Carroll (mcarroll@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=245&pr=10345.

ACCOMMODATIONS

SOUTH OF FRANCE – Furnished one bedroom house (sleeps 5) in village near Lodève west of Montpellier from \$1200 per month and three bedroom house (sleeps 6) in Pay d'Aud, near Aix en Provence from \$1400 per month, both with wifi, terrace, washing machine, lovely surroundings. www.homeaway.com/vacation-rental/p252988. Either available for short or long term rental. b.savan@utoronto.ca 416-533-8844.

EDINBURGH, SCOTLAND – Fully furnished 3-bedroom flat available for rental from September 2011 to June 2012. Centrally located (New Town). All modern conveniences, including gas central heating, washing machines, dishwasher, broadband wireless internet. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 749-1481 or (705) 749-1011 x7723. Email: k.chittick@btinternet.com or sbrown@trentu.ca.

LANGUEDOC, FRANCE – Great Holiday Rentals. Languedoc area near Montpellier/Mediterranean. Medieval house & studio apartment. Self catering. From \$650/week for 2 people. www.uemonbel.com. Enquiries: sjeven@shaw.ca.

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J.H. Stewart Reid Memorial Fellowship for 2011–2012 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.

Application deadline:
April 30, 2011

Eligibility criteria and fellowship application:
<http://stewartreid.caut.ca>

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Bourse commémorative J.H. Stewart Reid pour études doctorales 2011-2012

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

Date limite :
30 avril 2011

Information :
<http://stewartreid.caut.ca>

- Une bourse d'études de 5 000 \$
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- Bourse d'une durée d'un an



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2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2 Email // Courriel : stewartreid@caut.ca



DEAN, FACULTY OF SCIENCE & TECHNOLOGY

Mount Royal University (MRU) is one of Canada's oldest new universities. With its dedicated focus on instruction and scholarship, MRU seeks to become Canada's foremost university by every measure related to student success and satisfaction. Mount Royal prides itself on its commitment to students, its emphasis on teaching and learning, the development of scholarship and collaboration with our communities. Our vision is "creating exceptional learning experiences for a world of possibilities." We have a large number of new degree programs, with others planned, and there is a high level of student demand for those programs. Mount Royal has approximately 13,000 students currently enrolled in credit courses as well as a large continuing education component.

The Dean of Science and Technology will provide innovative and visionary leadership as the Faculty expands research opportunities and develops academic programs and educational strategies tailored for today's learners. The ideal candidate will be an experienced and dynamic leader whose focus on the strength and breadth of the Faculty of Science and Technology and its future potential, inspires faculty and staff to deliver a world-class experience to students, and promotes excellence and innovation in research. S/he will bring academic leadership experience and superior communication and organizational skills to the position.

To learn more about this unique leadership opportunity, please contact Maureen MacLean or Maureen Geldart at (604) 926-0005 or forward your CV, a letter of introduction and the names of three referees in confidence to info@thegeldartgroup.com.



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